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Survey of Wage Rates for Hourly Employees 1988

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NATIONAL RESTAURANT ASSOCIATION

SURVEY OF WAGE RATES FOR HOURLY EMPLOYEES, 1988

Results from the National Restaurant Association's second survey of hourly wage rates are shown in the following tables. This survey was conducted between July and September 1988. National Restaurant Association members were surveyed. Many state restaurant associations participated in the survey as well by mailing questionnaires to their members. A look at the number of respondents by state indicates that most participating state restaurant associations achieved a strong response from their members.

The United States summary includes 4,927 respondents and 318,388 hourly employees. Wage rate data summarized here are reflective of the survey respondents and are not necessarily representative of the industry as a whole. For a better understanding of the data, please review the following explanatory notes.

Explanatory Notes

Because the response is small in some states, extreme caution should be used in generalizing from the data.

Both the number of respondents and the number of employees covered by the weighted median wage are given for each occupation on a state-by-state basis. This will help the user evaluate the wage information shown. It is also useful to look at regional information.

In some cases, the user is referred to regional summaries because the number of respondents in a state is particularly low.

In all cases, it should be kept in mind that wage rates are reflective of survey respondents only.

All wage rate are reported as weighted or unweighted medians. The median is defined as the middle value of all hourly wage amounts reported by respondents. Medians are used to keep the results from being unduly influenced by very high or low hourly wages reported by a few respondents. The weighted median is derived by weighting the respondent's average hourly wage by number of employees. Lowest and highest hourly wages are unweighted medians.

Due to statistical problems comparing weighted and unweighted medians, it is possible for the weighted median to fall outside the unweighted low to high range. This occurs occasionally when the number of respondents drops below 100. In those cases, lowest and highest unweighted medians have been dropped from this report in favor of the weighted median.

Note: For further information, contact the Research Department, National Restaurant Association, 1200 Seventeenth Street, N.W., Washington, D.C. 20036, 202/331-5900.

Number of Respondents by State

Alabama	-	30	Iowa	-	29
Alaska	-	5	Kansas	-	98
Arkansas	-	12	Kentucky	-	109
Arizona	-	75	Louisiana	-	97
Colorado	-	223	Maine	-	107
California	-	542	Maryland	-	91
Connecticut	-	60	Massachusetts	-	180
Delaware	-	24	Michigan	-	94
District of Columbia	-	16	Minnesota	-	154
Florida	-	249	Mississippi	-	52
Georgia	-	42	Missouri	-	117
Hawaii	-	31	Montana	-	12
Idaho	-	4	Nebraska	-	20
Illinois	-	118	Nevada	-	20
Indiana	-	89	New Hampshire	-	41

Con't - Number of Respondents

New Jersey	-	61
New Mexico	-	16
New York	-	98
North Carolina	-	93
North Dakota	-	2
Ohio	-	90
Oklahoma	-	158
Oregon	-	205
Pennsylvania	-	306
Rhode Island	-	7
South Carolina	-	13
South Dakota	-	10
Tennessee	-	28
Texas	-	156
Utah	-	53
Vermont	-	25
Virginia	-	71
Washington	-	46
West Virginia	-	12
Wisconsin	-	588
Wyoming	-	20

SURVEY OF WAGE RATES FOR HOURLY EMPLOYEES, 1988

STATE: United States

Type of Hourly Employee	Median Hourly Wage[1]	Lowest Hourly Wage Paid, Median[2]	Highest Hourly Wage Paid, Median[3]	Number of Employees	Number of Respondents
Chef	$ 9.80	$ 9.00	$10.00	4838	1922
Cook	5.71	5.00	6.75	22172	3675
Assistant Cook	5.00	4.50	5.50	9869	2057
Baker	5.75	5.50	6.25	2307	909
Short Order Cook	4.64	4.50	5.50	9865	1108
Salad Preparation Worker	4.75	4.25	5.00	11194	2104
Janitor/Porter	4.57	4.25	5.00	6803	1656
Host/Hostess	4.75	4.50	5.00	16940	2444
Waiter/Waitress	2.35	2.25	3.00	99143	3322
Busperson	3.50	3.35	3.75	19324	2429
Cafeteria Server	4.25	4.25	5.25	4353	263
Counter Worker (fast food)	3.90	3.50	4.75	60492	789
Dishwasher	4.25	3.75	4.35	23959	3270
Cashier	4.50	4.25	5.00	13133	1255
Bartender	4.75	4.50	5.50	14016	2297

1. Median hourly wage is weighted based on average hourly wage reported by each respondent weighted by number of employees. It is possible for weighted medians to fall outside the unweighted low to high range. See explanatory notes.

2. Lowest hourly wage paid is median reported by respondents, unweighted by number of employees.

3. Highest hourly wage paid is median reported by respondents, unweighted by number of employees.

Note: For tipped employees, data represent cash wage, excluding tips.

Source: National Restaurant Association survey conducted July - September 1988. Data are reflective of survey respondents and are not necessarily representative of the industry. Data should not be considered industry standards.

SURVEY OF WAGE RATES FOR HOURLY EMPLOYEES, 1988

STATE: Deep South (South Carolina, Georgia, Florida, Alabama, Tennessee, Mississippi)

Type of Hourly Employee	Median Hourly Wage[1]	Lowest Hourly Wage Paid, Median[2]	Highest Hourly Wage Paid, Median[3]	Number of Employees	Number of Respondents
Chef	$ 8.00	$ --	$ --	542	185
Cook	5.65	5.00	6.92	2837	389
Assistant Cook	5.13	4.50	5.50	1421	207
Baker	5.00	--	--	390	81
Short Order Cook	4.45	--	--	695	115
Salad Preparation Worker	5.43	--	--	1531	240
Janitor/Porter	4.70	4.05	5.00	735	152
Host/Hostess	5.00	4.50	5.00	1716	270
Waiter/Waitress	2.10	2.01	2.25	13730	336
Busperson	3.38	3.35	3.75	2201	277
Cafeteria Server	5.50	--	--	651	30
Counter Worker (fast food)	3.35	--	--	16731	76
Dishwasher	4.25	3.95	4.50	2146	335
Cashier	5.60	--	--	1548	176
Bartender	4.00	4.00	4.75	1359	230

1. Median hourly wage is weighted based on average hourly wage reported by each respondent weighted by number of employees. It is possible for weighted medians to fall outside the unweighted low to high range. See explanatory notes.

2. Lowest hourly wage paid is median reported by respondents, unweighted by number of employees.

3. Highest hourly wage paid is median reported by respondents, unweighted by number of employees.

Note: For tipped employees, data represent cash wage, excluding tips.

Source: National Restaurant Association survey conducted July - September 1988. Data are reflective of survey respondents and are not necessarily representative of the industry. Data should not be considered industry standards.

SURVEY OF WAGE RATES FOR HOURLY EMPLOYEES, 1988

STATE: Mid-Atlantic (District of Columbia, Maryland, Virginia, West Virginia, North Carolina)

Type of Hourly Employee	Median Hourly Wage[1]	Lowest Hourly Wage Paid, Median[2]	Highest Hourly Wage Paid, Median[3]	Number of Employees	Number of Respondents
Chef	$10.52	$10.00	$10.68	277	133
Cook	5.90	5.50	7.01	1352	236
Assistant Cook	5.33	4.50	5.50	719	145
Baker	6.00	5.75	6.75	114	58
Short Order Cook	4.75	4.75	5.75	463	82
Salad Preparation Worker	4.83	4.50	5.25	689	146
Janitor/Porter	5.25	4.50	5.25	635	127
Host/Hostess	5.00	4.50	5.39	787	172
Waiter/Waitress	2.05	2.01	2.50	5850	227
Busperson	3.50	3.35	4.00	1287	164
Cafeteria Server	4.78	4.25	5.00	289	30
Counter Worker (fast food)	4.05	3.50	5.00	552	41
Dishwasher	4.27	4.00	4.50	1212	220
Cashier	5.02	--	--	875	109
Bartender	4.75	4.00	5.00	766	162

1. Median hourly wage is weighted based on average hourly wage reported by each respondent weighted by number of employees. It is possible for weighted medians to fall outside the unweighted low to high range. See explanatory notes.

2. Lowest hourly wage paid is median reported by respondents, unweighted by number of employees.

3. Highest hourly wage paid is median reported by respondents, unweighted by number of employees.

Note: For tipped employees, data represent cash wage, excluding tips.

Source: National Restaurant Association survey conducted July - September 1988. Data are reflective of survey respondents and are not necessarily representative of the industry. Data should not be considered industry standards.

SURVEY OF WAGE RATES FOR HOURLY EMPLOYEES, 1988

STATE: Mid East (Kentucky, Ohio, Indiana, Michigan)

Type of Hourly Employee	Median Hourly Wage[1]	Lowest Hourly Wage Paid, Median[2]	Highest Hourly Wage Paid, Median[3]	Number of Employees	Number of Respondents
Chef	$12.98	$ --	$ --	474	128
Cook	5.00	4.50	6.05	2118	267
Assistant Cook	4.50	4.00	5.00	659	148
Baker	5.00	5.00	6.00	234	73
Short Order Cook	4.64	4.00	5.00	3089	106
Salad Preparation Worker	4.50	3.98	5.00	1198	182
Janitor/Porter	4.50	4.00	4.80	1006	145
Host/Hostess	3.93	--	--	2737	188
Waiter/Waitress	2.21	2.10	2.70	12287	263
Busperson	3.35	3.35	3.50	1600	192
Cafeteria Server	4.17	3.65	5.00	194	19
Counter Worker (fast food)	4.45	3.35	4.52	7494	61
Dishwasher	4.00	3.50	4.00	2325	247
Cashier	4.25	4.00	5.00	610	95
Bartender	4.75	4.00	5.00	1090	167

1. Median hourly wage is weighted based on average hourly wage reported by each respondent weighted by number of employees. It is possible for weighted medians to fall outside the unweighted low to high range. See explanatory notes.

2. Lowest hourly wage paid is median reported by respondents, unweighted by number of employees.

3. Highest hourly wage paid is median reported by respondents, unweighted by number of employees.

Note: For tipped employees, data represent cash wage, excluding tips.

Source: National Restaurant Association survey conducted July - September 1988. Data are reflective of survey respondents and are not necessarily representative of the industry. Data should not be considered industry standards.

SURVEY OF WAGE RATES FOR HOURLY EMPLOYEES, 1988

STATE: Midwest (South Dakota, North Dakota, Nebraska)

Type of Hourly Employee	Median Hourly Wage[1]	Lowest Hourly Wage Paid, Median[2]	Highest Hourly Wage Paid, Median[3]	Number of Employees	Number of Respondents
Chef	$ --	$ --	$ --	--	--
Cook	5.50	4.73	6.25	1601	244
Assistant Cook	4.64	4.00	5.00	571	136
Baker	5.00	5.00	5.75	244	74
Short Order Cook	5.97	--	--	1208	84
Salad Preparation Worker	4.50	4.00	5.00	657	151
Janitor/Porter	4.05	4.00	4.75	491	116
Host/Hostess	4.63	4.25	5.00	1255	160
Waiter/Waitress	2.06	2.05	2.74	6456	222
Busperson	3.45	3.35	3.65	1495	161
Cafeteria Server	4.50	4.00	5.03	132	23
Counter Worker (fast food)	4.00	3.35	4.50	1929	77
Dishwasher	4.00	3.45	4.00	1986	220
Cashier	4.60	4.00	4.92	829	94
Bartender	4.87	4.25	5.30	1128	146

1. Median hourly wage is weighted based on average hourly wage reported by each respondent weighted by number of employees. It is possible for weighted medians to fall outside the unweighted low to high range. See explanatory notes.

2. Lowest hourly wage paid is median reported by respondents, unweighted by number of employees.

3. Highest hourly wage paid is median reported by respondents, unweighted by number of employees.

Note: For tipped employees, data represent cash wage, excluding tips.

Source: National Restaurant Association survey conducted July - September 1988. Data are reflective of survey respondents and are not necessarily representative of the industry. Data should not be considered industry standards.

SURVEY OF WAGE RATES FOR HOURLY EMPLOYEES, 1988

STATE: Mountain (Montana, Colorado, Wyoming, Idaho, Arizona, New Mexico)

Type of Hourly Employee	Median Hourly Wage[1]	Lowest Hourly Wage Paid, Median[2]	Highest Hourly Wage Paid, Median[3]	Number of Employees	Number of Respondents
Chef	$ 9.13	$ 8.50	$10.00	439	158
Cook	5.65	5.00	6.50	1927	307
Assistant Cook	5.25	4.25	5.48	549	160
Baker	5.50	5.00	6.50	242	77
Short Order Cook	4.75	4.25	5.40	458	79
Salad Preparation Worker	4.50	4.25	5.00	747	152
Janitor/Porter	4.69	4.50	5.00	356	112
Host/Hostess	4.79	4.00	5.00	1273	210
Waiter/Waitress	2.35	2.01	2.78	6039	281
Busperson	3.35	3.35	3.50	2019	215
Cafeteria Server	3.70	--	--	504	26
Counter Worker (fast food)	3.52	3.35	4.50	3217	71
Dishwasher	4.18	3.50	4.25	1986	285
Cashier	4.50	4.00	4.91	547	100
Bartender	5.00	4.30	5.00	1110	184

1. Median hourly wage is weighted based on average hourly wage reported by each respondent weighted by number of employees. It is possible for weighted medians to fall outside the unweighted low to high range. See explanatory notes.

2. Lowest hourly wage paid is median reported by respondents, unweighted by number of employees.

3. Highest hourly wage paid is median reported by respondents, unweighted by number of employees.

Note: For tipped employees, data represent cash wage, excluding tips.

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SURVEY OF WAGE RATES FOR HOURLY EMPLOYEES, 1988

STATE: New England (Massachusetts, Rhode Island, Maine, Vermont, Connecticut)

Type of Hourly Employee	Median Hourly Wage[1]	Lowest Hourly Wage Paid, Median[2]	Highest Hourly Wage Paid, Median[3]	Number of Employees	Number of Respondents
Chef	$12.50	$ --	$ --	517	271
Cook	7.86	7.00	8.50	1774	370
Assistant Cook	6.75	6.00	7.00	718	226
Baker	7.95	--	--	148	97
Short Order Cook	6.50	6.00	7.00	798	128
Salad Preparation Worker	5.75	5.50	6.50	1076	254
Janitor/Porter	6.00	5.55	6.50	443	172
Host/Hostess	5.80	5.00	6.00	1199	269
Waiter/Waitress	2.35	2.25	2.62	8877	319
Busperson	3.75	3.75	4.00	1504	225
Cafeteria Server	[illegible]	--	--	305	21
Counter Worker (fast food)	5.29	4.00	6.00	3653	62
Dishwasher	5.50	4.50	6.00	2287	357
Cashier	6.00	5.00	6.00	529	130
Bartender	5.00	4.50	5.50	1484	281

1. Median hourly wage is weighted based on average hourly wage reported by each respondent weighted by number of employees. It is possible for weighted medians to fall outside the unweighted low to high range. See explanatory notes.

2. Lowest hourly wage paid is median reported by respondents, unweighted by number of employees.

3. Highest hourly wage paid is median reported by respondents, unweighted by number of employees.

Note: For tipped employees, data represent cash wage, excluding tips.

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SURVEY OF WAGE RATES FOR HOURLY EMPLOYEES, 1988

STATE: North Central (Iowa, Wisconsin, Minnesota, Illinois, Missouri)

Type of Hourly Employee	Median Hourly Wage[1]	Lowest Hourly Wage Paid, Median[2]	Highest Hourly Wage Paid, Median[3]	Number of Employees	Number of Respondents
Chef	$ 9.80	$ --	$ --	902	290
Cook	5.20	4.50	6.00	2917	619
Assistant Cook	5.16	4.85	5.50	1147	321
Baker	5.00	--	--	276	159
Short Order Cook	4.43	3.80	5.00	1153	167
Salad Preparation Worker	4.75	--	--	1121	310
Janitor/Porter	4.25	4.00	4.50	695	298
Host/Hostess	4.68	4.00	5.00	1651	398
Waiter/Waitress	2.98	2.25	3.25	11121	604
Busperson	3.50	3.35	3.50	2187	377
Cafeteria Server	5.00	--	--	443	22
Counter Worker (fast food)	3.92	3.35	4.25	2895	64
Dishwasher	3.70	3.35	3.75	3222	536
Cashier	4.85	4.00	4.85	1191	119
Bartender	5.00	4.25	5.50	2070	422

1. Median hourly wage is weighted based on average hourly wage reported by each respondent weighted by number of employees. It is possible for weighted medians to fall outside the unweighted low to high range. See explanatory notes.

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3. Highest hourly wage paid is median reported by respondents, unweighted by number of employees.

Note: For tipped employees, data represent cash wage, excluding tips.

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SURVEY OF WAGE RATES FOR HOURLY EMPLOYEES, 1988

STATE: Other Northeast (New York, New Jersey, Pennsylvania, Delaware)

Type of Hourly Employee	Median Hourly Wage[1]	Lowest Hourly Wage Paid, Median[2]	Highest Hourly Wage Paid, Median[3]	Number of Employees	Number of Respondents
Chef	$10.00	$10.00	$10.62	280	200
Cook	6.00	5.25	7.00	1449	317
Assistant Cook	5.50	4.80	5.50	559	192
Baker	6.26	6.00	6.60	190	101
Short Order Cook	4.75	4.25	5.62	733	132
Salad Preparation Worker	4.80	4.00	5.00	753	187
Janitor/Porter	4.50	4.00	4.75	597	173
Host/Hostess	4.75	4.50	5.25	867	212
Waiter/Waitress	2.26	2.07	2.60	6614	285
Busperson	3.55	--	--	1474	203
Cafeteria Server	--	--	--	--	--
Counter Worker (fast food)	3.95	3.72	5.00	3214	57
Dishwasher	4.08	3.60	4.50	1783	285
Cashier	4.30	4.00	4.95	388	98
Bartender	4.50	4.00	5.00	968	210

1. Median hourly wage is weighted based on average hourly wage reported by each respondent weighted by number of employees. It is possible for weighted medians to fall outside the unweighted low to high range. See explanatory notes.

2. Lowest hourly wage paid is median reported by respondents, unweighted by number of employees.

3. Highest hourly wage paid is median reported by respondents, unweighted by number of employees.

Note: For tipped employees, data represent cash wage, excluding tips.

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SURVEY OF WAGE RATES FOR HOURLY EMPLOYEES, 1988

STATE: Pacific (Nevada, California, Hawaii, Oregon, Washington, Alaska)

Type of Hourly Employee	Median Hourly Wage[1]	Lowest Hourly Wage Paid, Median[2]	Highest Hourly Wage Paid, Median[3]	Number of Employees	Number of Respondents
Chef	$ 9.25	$ --	$ --	562	320
Cook	6.50	5.72	7.50	3457	606
Assistant Cook	5.00	5.00	6.00	1788	361
Baker	7.00	6.00	7.00	323	128
Short Order Cook	5.00	5.00	6.00	730	125
Salad Preparation Worker	4.75	4.75	5.50	2704	307
Janitor/Porter	4.50	--	--	1313	242
Host/Hostess	5.00	4.50	5.25	2854	390
Waiter/Waitress	3.50	3.50	3.85	14994	504
Busperson	4.24	3.65	4.25	3486	411
Cafeteria Server	4.25	--	--	258	34
Counter Worker (fast food)	4.40	4.25	5.00	10788	177
Dishwasher	4.50	4.25	4.50	4451	510
Cashier	5.70	--	--	2331	173
Bartender	5.75	5.00	6.25	1928	348

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3. Highest hourly wage paid is median reported by respondents, unweighted by number of employees.

Note: For tipped employees, data represent cash wage, excluding tips.

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SURVEY OF WAGE RATES FOR HOURLY EMPLOYEES, 1988

STATE: South Central (Kansas, Louisiana, Arkansas, Oklahoma, Texas)

Type of Hourly Employee	Median Hourly Wage[1]	Lowest Hourly Wage Paid, Median[2]	Highest Hourly Wage Paid, Median[3]	Number of Employees	Number of Respondents
Chef	$ 7.00	$ --	$ --	229	107
Cook	4.80	4.48	5.75	2439	308
Assistant Cook	4.00	4.00	4.72	1738	160
Baker	5.75	--	--	146	58
Short Order Cook	3.83	--	--	538	84
Salad Preparation Worker	4.20	4.00	4.50	718	165
Janitor/Porter	3.90	3.82	4.50	532	114
Host/Hostess	5.51	--	--	2187	158
Waiter/Waitress	3.42	--	--	11912	258
Busperson	3.50	3.35	3.75	1708	181
Cafeteria Server	3.55	--	--	1419	39
Counter Worker (fast food)	3.73	3.35	4.50	10019	100
Dishwasher	4.02	--	--	2227	254
Cashier	4.25	4.00	4.86	4263	153
Bartender	3.57	--	--	1825	133

1. Median hourly wage is weighted based on average hourly wage reported by each respondent weighted by number of employees. It is possible for weighted medians to fall outside the unweighted low to high range. See explanatory notes.

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3. Highest hourly wage paid is median reported by respondents, unweighted by number of employees.

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SURVEY OF WAGE RATES FOR HOURLY EMPLOYEES, 1988

STATE: Alabama - Fewer than 50 respondents. Data are unreliable. Refer to regional summary.

Type of Hourly Employee	Median Hourly Wage[1]	Lowest Hourly Wage Paid, Median[2]	Highest Hourly Wage Paid, Median[3]	Number of Employees	Number of Respondents
Chef	$ 9.33	$ 7.50	$11.30	13	10
Cook	5.60	4.25	5.75	157	25
Assistant Cook	--	--	--	--	--
Baker	--	--	--	--	--
Short Order Cook	--	--	--	--	--
Salad Preparation Worker	--	--	--	--	--
Janitor/Porter	--	--	--	--	--
Host/Hostess	--	--	--	--	--
Waiter/Waitress	2.01	2.01	2.25	566	17
Busperson	3.40	3.35	3.50	80	13
Cafeteria Server	--	--	--	--	--
Counter Worker (fast food)	--	--	--	--	--
Dishwasher	3.87	3.35	4.00	100	16
Cashier	4.58	4.00	4.88	46	14
Bartender	--	--	--	--	--

1. Median hourly wage is weighted based on average hourly wage reported by each respondent weighted by number of employees. It is possible for weighted medians to fall outside the unweighted low to high range. See explanatory notes.

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3. Highest hourly wage paid is median reported by respondents, unweighted by number of employees.

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SURVEY OF WAGE RATES FOR HOURLY EMPLOYEES, 1988

STATE: Alaska

Type of Hourly Employee	Median Hourly Wage[1]	Lowest Hourly Wage Paid, Median[2]	Highest Hourly Wage Paid, Median[3]	Number of Employees	Number of Respondents
Chef					
Cook					
Assistant Cook					
Baker					
Short Order Cook					
Salad Preparation Worker	Fewer than 50 respondents. Data are unreliable. Refer to regional summary.				
Janitor/Porter					
Host/Hostess					
Waiter/Waitress					
Busperson					
Cafeteria Server					
Counter Worker (fast food)					
Dishwasher					
Cashier					
Bartender					

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SURVEY OF WAGE RATES FOR HOURLY EMPLOYEES, 1988

STATE: Arizona

Type of Hourly Employee	Median Hourly Wage[1]	Lowest Hourly Wage Paid, Median[2]	Highest Hourly Wage Paid, Median[3]	Number of Employees	Number of Respondents
Chef	$ 9.13	$ 8.41	$10.00	202	30
Cook	6.25	4.83	6.88	328	59
Assistant Cook	5.05	--	--	93	28
Baker	6.00	5.00	6.50	45	17
Short Order Cook	4.56	4.44	5.10	101	19
Salad Preparation Worker	5.04	--	--	124	33
Janitor/Porter	5.25	4.50	5.96	64	21
Host/Hostess	5.00	4.00	5.00	258	42
Waiter/Waitress	2.30	2.01	2.88	1585	54
Busperson	3.35	3.35	3.50	478	42
Cafeteria Server	--	--	--	--	--
Counter Worker (fast food)	--	--	--	--	--
Dishwasher	4.50	--	--	493	57
Cashier	4.62	4.00	5.00	96	28
Bartender	5.63	--	--	293	35

1. Median hourly wage is weighted based on average hourly wage reported by each respondent weighted by number of employees. It is possible for weighted medians to fall outside the unweighted low to high range. See explanatory notes.

2. Lowest hourly wage paid is median reported by respondents, unweighted by number of employees.

3. Highest hourly wage paid is median reported by respondents, unweighted by number of employees.

Note: For tipped employees, data represent cash wage, excluding tips.

Source: National Restaurant Association survey conducted July -September 1988. Data are reflective of survey respondents and are not necessarily representative of the industry. Data should not be considered industry standards.

SURVEY OF WAGE RATES FOR HOURLY EMPLOYEES, 1988

STATE: Arkansas

Type of Hourly Employee	Median Hourly Wage[1]	Lowest Hourly Wage Paid, Median[2]	Highest Hourly Wage Paid, Median[3]	Number of Employees	Number of Respondents
Chef					
Cook					
Assistant Cook					
Baker					
Short Order Cook					
Salad Preparation Worker	Fewer than 50 respondents. Data are unreliable. Refer to regional summary.				
Janitor/Porter					
Host/Hostess					
Waiter/Waitress					
Busperson					
Cafeteria Server					
Counter Worker (fast food)					
Dishwasher					
Cashier					
Bartender					

1. Median hourly wage is weighted based on average hourly wage reported by each respondent weighted by number of employees. It is possible for weighted medians to fall outside the unweighted low to high range. See explanatory notes.

2. Lowest hourly wage paid is median reported by respondents, unweighted by number of employees.

3. Highest hourly wage paid is median reported by respondents, unweighted by number of employees.

Note: For tipped employees, data represent cash wage, excluding tips.

Source: National Restaurant Association survey conducted July -September 1988. Data are reflective of survey respondents and are not necessarily representative of the industry. Data should not be considered industry standards.

SURVEY OF WAGE RATES FOR HOURLY EMPLOYEES, 1988

STATE: California

Type of Hourly Employee	Median Hourly Wage[1]	Lowest Hourly Wage Paid, Median[2]	Highest Hourly Wage Paid, Median[3]	Number of Employees	Number of Respondents
Chef	$ 9.36	$ --	$ --	432	240
Cook	6.51	6.00	8.00	2457	403
Assistant Cook	5.00	5.00	6.00	1461	251
Baker	7.28	6.00	7.50	240	77
Short Order Cook	5.75	5.50	7.00	365	70
Salad Preparation Worker	4.75	--	--	2336	202
Janitor/Porter	4.50	--	--	1105	172
Host/Hostess	5.00	4.75	5.64	2381	266
Waiter/Waitress	3.50	3.50	4.00	12330	324
Busperson	4.25	4.25	4.25	2796	288
Cafeteria Server	4.25	--	--	178	19
Counter Worker (fast food)	4.57	4.25	5.50	7876	102
Dishwasher	4.50	4.25	4.75	3424	330
Cashier	5.70	--	--	2025	117
Bartender	5.75	5.00	6.50	1430	235

1. Median hourly wage is weighted based on average hourly wage reported by each respondent weighted by number of employees. It is possible for weighted medians to fall outside the unweighted low to high range. See explanatory notes.

2. Lowest hourly wage paid is median reported by respondents, unweighted by number of employees.

3. Highest hourly wage paid is median reported by respondents, unweighted by number of employees.

Note: For tipped employees, data represent cash wage, excluding tips.

Source: National Restaurant Association survey conducted July -September 1988. Data are reflective of survey respondents and are not necessarily representative of the industry. Data should not be considered industry standards.

SURVEY OF WAGE RATES FOR HOURLY EMPLOYEES, 1988

STATE: Colorado

Type of Hourly Employee	Median Hourly Wage[1]	Lowest Hourly Wage Paid, Median[2]	Highest Hourly Wage Paid, Median[3]	Number of Employees	Number of Respondents
Chef	$ 8.42	$ --	$ --	156	83
Cook	5.65	5.00	6.51	1001	161
Assistant Cook	5.25	4.50	5.50	257	87
Baker	4.83	--	--	88	36
Short Order Cook	4.75	4.25	5.36	167	35
Salad Preparation Worker	4.25	4.25	5.00	313	75
Janitor/Porter	4.58	4.50	5.00	119	49
Host/Hostess	4.65	4.00	5.00	628	114
Waiter/Waitress	2.12	2.01	2.62	2387	150
Busperson	3.38	3.35	3.50	840	114
Cafeteria Server	3.55	--	--	132	11
Counter Worker (fast food)	3.52	3.35	4.50	2342	39
Dishwasher	4.00	3.58	4.50	773	153
Cashier	4.39	4.00	5.00	247	39
Bartender	4.50	4.25	5.00	456	106

1. Median hourly wage is weighted based on average hourly wage reported by each respondent weighted by number of employees. It is possible for weighted medians to fall outside the unweighted low to high range. See explanatory notes.

2. Lowest hourly wage paid is median reported by respondents, unweighted by number of employees.

3. Highest hourly wage paid is median reported by respondents, unweighted by number of employees.

Note: For tipped employees, data represent cash wage, excluding tips.

Source: National Restaurant Association survey conducted July - September 1988. Data are reflective of survey respondents and are not necessarily representative of the industry. Data should not be considered industry standards.

SURVEY OF WAGE RATES FOR HOURLY EMPLOYEES, 1988

STATE: Connecticut

Type of Hourly Employee	Median Hourly Wage[1]	Lowest Hourly Wage Paid, Median[2]	Highest Hourly Wage Paid, Median[3]	Number of Employees	Number of Respondents
Chef	$12.00	$10.00	$12.25	59	32
Cook	7.25	--	--	215	47
Assistant Cook	7.22	6.50	7.25	73	24
Baker	--	--	--	--	--
Short Order Cook	6.50	6.00	7.50	126	15
Salad Preparation Worker	6.00	5.42	6.50	124	35
Janitor/Porter	6.05	6.00	6.75	45	20
Host/Hostess	6.00	5.00	6.50	136	28
Waiter/Waitress	3.37	3.35	3.75	1086	38
Busperson	3.77	3.77	4.00	208	24
Cafeteria Server	--	--	--	--	--
Counter Worker (fast food)	--	--	--	--	--
Dishwasher	5.25	5.00	6.00	341	41
Cashier	--	--	--	--	--
Bartender	5.25	5.00	6.50	217	32

1. Median hourly wage is weighted based on average hourly wage reported by each respondent weighted by number of employees. It is possible for weighted medians to fall outside the unweighted low to high range. See explanatory notes.

2. Lowest hourly wage paid is median reported by respondents, unweighted by number of employees.

3. Highest hourly wage paid is median reported by respondents, unweighted by number of employees.

Note: For tipped employees, data represent cash wage, excluding tips.

Source: National Restaurant Association survey conducted July - September 1988. Data are reflective of survey respondents and are not necessarily representative of the industry. Data should not be considered industry standards.

SURVEY OF WAGE RATES FOR HOURLY EMPLOYEES, 1988

STATE: District of Columbia - Fewer than 50 respondents. Data are unreliable. Refer to regional summary.

Type of Hourly Employee	Median Hourly Wage[1]	Lowest Hourly Wage Paid, Median[2]	Highest Hourly Wage Paid, Median[3]	Number of Employees	Number of Respondents
Chef	$18.55	$15.53	$19.98	21	13
Cook	9.00	7.35	10.00	97	15
Assistant Cook	7.89	6.50	7.90	48	11
Baker	--	--	--	--	--
Short Order Cook	--	--	--	--	--
Salad Preparation Worker	6.62	--	--	62	12
Janitor/Porter	7.76	--	--	225	14
Host/Hostess	7.37	6.50	8.00	34	11
Waiter/Waitress	4.35	--	--	336	13
Busperson	4.50	--	--	93	13
Cafeteria Server	--	--	--	--	--
Counter Worker (fast food)	--	--	--	--	--
Dishwasher	5.88	5.43	6.12	92	13
Cashier	--	--	--	--	--
Bartender	5.96	5.25	6.62	44	12

1. Median hourly wage is weighted based on average hourly wage reported by each respondent weighted by number of employees. It is possible for weighted medians to fall outside the unweighted low to high range. See explanatory notes.

2. Lowest hourly wage paid is median reported by respondents, unweighted by number of employees.

3. Highest hourly wage paid is median reported by respondents, unweighted by number of employees.

Note: For tipped employees, data represent cash wage, excluding tips.

Source: National Restaurant Association survey conducted July - September 1988. Data are reflective of survey respondents and are not necessarily representative of the industry. Data should not be considered industry standards.

SURVEY OF WAGE RATES FOR HOURLY EMPLOYEES, 1988

STATE: Florida

Type of Hourly Employee	Median Hourly Wage[1]	Lowest Hourly Wage Paid, Median[2]	Highest Hourly Wage Paid, Median[3]	Number of Employees	Number of Respondents
Chef	$ 7.50	$ --	$ --	444	122
Cook	5.94	5.25	7.00	1817	234
Assistant Cook	5.50	4.50	6.00	992	123
Baker	6.00	5.50	7.50	218	49
Short Order Cook	4.90	4.75	6.25	401	72
Salad Preparation Worker	5.43	--	--	1218	156
Janitor/Porter	4.75	4.50	5.00	386	82
Host/Hostess	5.50	4.50	5.50	1201	175
Waiter/Waitress	2.01	2.01	2.25	7000	209
Busperson	3.50	3.35	3.75	1530	169
Cafeteria Server	5.50	4.45	5.62	466	20
Counter Worker (fast food)	3.94	3.50	5.00	5858	48
Dishwasher	4.25	4.00	4.75	1631	214
Cashier	5.60	--	--	1233	102
Bartender	3.85	3.75	4.50	938	133

1. Median hourly wage is weighted based on average hourly wage reported by each respondent weighted by number of employees. It is possible for weighted medians to fall outside the unweighted low to high range. See explanatory notes.

2. Lowest hourly wage paid is median reported by respondents, unweighted by number of employees.

3. Highest hourly wage paid is median reported by respondents, unweighted by number of employees.

Note: For tipped employees, data represent cash wage, excluding tips.

Source: National Restaurant Association survey conducted July - September 1988. Data are reflective of survey respondents and are not necessarily representative of the industry. Data should not be considered industry standards.

SURVEY OF WAGE RATES FOR HOURLY EMPLOYEES, 1988

STATE: Georgia - Fewer than 50 respondents. Data are unreliable. Refer to regional summary.

Type of Hourly Employee	Median Hourly Wage[1]	Lowest Hourly Wage Paid, Median[2]	Highest Hourly Wage Paid, Median[3]	Number of Employees	Number of Respondents
Chef	$10.00	$ 8.00	$11.00	50	23
Cook	5.60	5.50	6.60	437	51
Assistant Cook	4.54	--	--	217	30
Baker	--	--	--	--	--
Short Order Cook	4.45	4.45	5.90	140	20
Salad Preparation Worker	4.75	4.38	5.00	142	35
Janitor/Porter	4.70	4.45	5.00	254	32
Host/Hostess	5.00	5.00	5.50	210	38
Waiter/Waitress	2.01	2.01	2.55	1967	48
Busperson	3.35	3.35	3.75	319	41
Cafeteria Server	--	--	--	--	--
Counter Worker (fast food)	--	--	--	--	--
Dishwasher	5.00	--	--	220	46
Cashier	4.25	--	--	183	29
Bartender	4.50	4.25	5.00	187	39

1. Median hourly wage is weighted based on average hourly wage reported by each respondent weighted by number of employees. It is possible for weighted medians to fall outside the unweighted low to high range. See explanatory notes.

2. Lowest hourly wage paid is median reported by respondents, unweighted by number of employees.

3. Highest hourly wage paid is median reported by respondents, unweighted by number of employees.

Note: For tipped employees, data represent cash wage, excluding tips.

Source: National Restaurant Association survey conducted July - September 1988. Data are reflective of survey respondents and are not necessarily representative of the industry. Data should not be considered industry standards.

SURVEY OF WAGE RATES FOR HOURLY EMPLOYEES, 1988

STATE: Hawaii - fewer than 50 respondents. Data are unreliable. Refer to regional summary.

Type of Hourly Employee	Median Hourly Wage[1]	Lowest Hourly Wage Paid, Median[2]	Highest Hourly Wage Paid, Median[3]	Number of Employees	Number of Respondents
Chef	$ --	$ --	$ --	--	--
Cook	7.18	5.78	8.00	154	25
Assistant Cook	7.00	--	--	57	15
Baker	--	--	--	--	--
Short Order Cook	--	--	--	--	--
Salad Preparation Worker	6.80	--	--	146	19
Janitor/Porter	4.75	--	--	82	15
Host/Hostess	5.50	5.00	6.00	123	17
Waiter/Waitress	3.85	3.65	3.85	717	22
Busperson	4.02	--	--	208	18
Cafeteria Server	--	--	--	--	--
Counter Worker (fast food)	4.35	--	--	129	11
Dishwasher	5.75	--	--	182	21
Cashier	8.52	--	--	59	11
Bartender	6.00	5.00	6.50	156	21

1. Median hourly wage is weighted based on average hourly wage reported by each respondent weighted by number of employees. It is possible for weighted medians to fall outside the unweighted low to high range. See explanatory notes.

2. Lowest hourly wage paid is median reported by respondents, unweighted by number of employees.

3. Highest hourly wage paid is median reported by respondents, unweighted by number of employees.

Note: For tipped employees, data represent cash wage, excluding tips.

Source: National Restaurant Association survey conducted July - September 1988. Data are reflective of survey respondents and are not necessarily representative of the industry. Data should not be considered industry standards.

SURVEY OF WAGE RATES FOR HOURLY EMPLOYEES, 1988

STATE: Idaho

Type of Hourly Employee	Median Hourly Wage[1]	Lowest Hourly Wage Paid, Median[2]	Highest Hourly Wage Paid, Median[3]	Number of Employees	Number of Respondents
Chef					
Cook					
Assistant Cook					
Baker					
Short Order Cook					
Salad Preparation Worker	Fewer than 50 respondents. Data are unreliable. Refer to regional summary.				
Janitor/Porter					
Host/Hostess					
Waiter/Waitress					
Busperson					
Cafeteria Server					
Counter Worker (fast food)					
Dishwasher					
Cashier					
Bartender					

1. Median hourly wage is weighted based on average hourly wage reported by each respondent weighted by number of employees. It is possible for weighted medians to fall outside the unweighted low to high range. See explanatory notes.

2. Lowest hourly wage paid is median reported by respondents, unweighted by number of employees.

3. Highest hourly wage paid is median reported by respondents, unweighted by number of employees.

Note: For tipped employees, data represent cash wage, excluding tips.

Source: National Restaurant Association survey conducted July - September 1988. Data are reflective of survey respondents and are not necessarily representative of the industry. Data should not be considered industry standards.

SURVEY OF WAGE RATES FOR HOURLY EMPLOYEES, 1988

STATE: Illinois

Type of Hourly Employee	Median Hourly Wage[1]	Lowest Hourly Wage Paid, Median[2]	Highest Hourly Wage Paid, Median[3]	Number of Employees	Number of Respondents
Chef	$ --	$ --	$ --	--	--
Cook	6.41	5.00	7.00	679	83
Assistant Cook	5.00	4.50	5.50	294	56
Baker	7.00	--	--	85	23
Short Order Cook	5.97	4.86	6.22	805	28
Salad Preparation Worker	5.00	4.25	5.25	312	67
Janitor/Porter	4.17	4.00	5.00	328	54
Host/Hostess	5.00	4.50	6.00	678	62
Waiter/Waitress	2.06	2.01	2.69	3839	78
Busperson	3.50	3.35	3.75	699	65
Cafeteria Server	--	--	--	--	--
Counter Worker (fast food)	4.00	3.35	4.50	473	22
Dishwasher	4.00	3.50	4.25	1141	80
Cashier	4.75	3.75	5.25	538	31
Bartender	5.00	4.38	6.00	697	64

1. Median hourly wage is weighted based on average hourly wage reported by each respondent weighted by number of employees. It is possible for weighted medians to fall outside the unweighted low to high range. See explanatory notes.

2. Lowest hourly wage paid is median reported by respondents, unweighted by number of employees.

3. Highest hourly wage paid is median reported by respondents, unweighted by number of employees.

Note: For tipped employees, data represent cash wage, excluding tips.

Source: National Restaurant Association survey conducted July - September 1988. Data are reflective of survey respondents and are not necessarily representative of the industry. Data should not be considered industry standards.

SURVEY OF WAGE RATES FOR HOURLY EMPLOYEES, 1988

STATE: Indiana

Type of Hourly Employee	Median Hourly Wage[1]	Lowest Hourly Wage Paid, Median[2]	Highest Hourly Wage Paid, Median[3]	Number of Employees	Number of Respondents
Chef	$10.50	$ --	$ --	23	15
Cook	4.50	4.50	5.92	486	58
Assistant Cook	--	--	--	--	--
Baker	--	--	--	--	--
Short Order Cook	4.08	3.70	5.00	158	24
Salad Preparation Worker	4.50	3.75	4.75	115	35
Janitor/Porter	4.00	3.75	4.75	75	26
Host/Hostess	4.09	3.85	5.00	148	35
Waiter/Waitress	2.15	2.01	2.38	1018	59
Busperson	3.40	3.35	3.50	290	40
Cafeteria Server	--	--	--	--	--
Counter Worker (fast food)	3.52	3.35	4.50	705	17
Dishwasher	3.58	3.35	4.00	280	57
Cashier	4.00	3.78	4.50	129	20
Bartender	5.00	4.35	5.00	126	31

1. Median hourly wage is weighted based on average hourly wage reported by each respondent weighted by number of employees. It is possible for weighted medians to fall outside the unweighted low to high range. See explanatory notes.

2. Lowest hourly wage paid is median reported by respondents, unweighted by number of employees.

3. Highest hourly wage paid is median reported by respondents, unweighted by number of employees.

Note: For tipped employees, data represent cash wage, excluding tips.

Source: National Restaurant Association survey conducted July - September 1988. Data are reflective of survey respondents and are not necessarily representative of the industry. Data should not be considered industry standards.

SURVEY OF WAGE RATES FOR HOURLY EMPLOYEES, 1988

STATE: Iowa - Fewer than 50 respondents. Data are unreliable. Refer to regional summary.

Type of Hourly Employee	Median Hourly Wage[1]	Lowest Hourly Wage Paid, Median[2]	Highest Hourly Wage Paid, Median[3]	Number of Employees	Number of Respondents
Chef	$ 7.50	$ 7.00	$ 9.53	15	11
Cook	4.51	4.00	5.50	123	21
Assistant Cook	4.00	4.00	4.75	21	11
Baker	--	--	--	--	--
Short Order Cook	--	--	--	--	--
Salad Preparation Worker	4.00	3.75	4.12	33	12
Janitor/Porter	4.08	3.82	4.62	34	14
Host/Hostess	4.66	4.00	5.00	37	17
Waiter/Waitress	2.25	2.01	3.25	400	23
Busperson	3.35	3.35	3.50	94	15
Cafeteria Server	--	--	--	--	--
Counter Worker (fast food)	--	--	--	--	--
Dishwasher	3.65	3.35	3.95	101	19
Cashier	--	--	--	--	--
Bartender	4.25	3.75	5.08	69	16

1. Median hourly wage is weighted based on average hourly wage reported by each respondent weighted by number of employees. It is possible for weighted medians to fall outside the unweighted low to high range. See explanatory notes.

2. Lowest hourly wage paid is median reported by respondents, unweighted by number of employees.

3. Highest hourly wage paid is median reported by respondents, unweighted by number of employees.

Note: For tipped employees, data represent cash wage, excluding tips.

Source: National Restaurant Association survey conducted July - September 1988. Data are reflective of survey respondents and are not necessarily representative of the industry. Data should not be considered industry standards.

SURVEY OF WAGE RATES FOR HOURLY EMPLOYEES, 1988

STATE: Kansas

Type of Hourly Employee	Median Hourly Wage[1]	Lowest Hourly Wage Paid, Median[2]	Highest Hourly Wage Paid, Median[3]	Number of Employees	Number of Respondents
Chef	$ 6.12	$ --	$ --	31	23
Cook	4.00	4.00	5.00	373	66
Assistant Cook	4.00	3.75	4.38	69	30
Baker	4.50	4.00	5.00	23	18
Short Order Cook	4.00	3.88	4.88	58	18
Salad Preparation Worker	3.80	3.75	4.25	32	17
Janitor/Porter	3.75	3.65	4.00	41	17
Host/Hostess	4.25	3.75	4.62	119	24
Waiter/Waitress	2.49	2.18	2.85	578	54
Busperson	3.40	3.35	3.50	112	25
Cafeteria Server	--	--	--	--	--
Counter Worker (fast food)	3.50	3.35	4.20	655	34
Dishwasher	3.60	3.35	3.75	193	49
Cashier	3.68	3.50	4.12	58	20
Bartender	4.00	4.00	4.50	54	21

1. Median hourly wage is weighted based on average hourly wage reported by each respondent weighted by number of employees. It is possible for weighted medians to fall outside the unweighted low to high range. See explanatory notes.

2. Lowest hourly wage paid is median reported by respondents, unweighted by number of employees.

3. Highest hourly wage paid is median reported by respondents, unweighted by number of employees.

Note: For tipped employees, data represent cash wage, excluding tips.

Source: National Restaurant Association survey conducted July - September 1988. Data are reflective of survey respondents and are not necessarily representative of the industry. Data should not be considered industry standards.

SURVEY OF WAGE RATES FOR HOURLY EMPLOYEES, 1988

STATE: Kentucky

Type of Hourly Employee	Median Hourly Wage[1]	Lowest Hourly Wage Paid, Median[2]	Highest Hourly Wage Paid, Median[3]	Number of Employees	Number of Respondents
Chef	$ 8.44	$ 7.78	$ 9.00	66	40
Cook	5.00	4.50	5.75	401	73
Assistant Cook	4.50	4.00	4.75	147	40
Baker	5.00	4.92	5.25	98	22
Short Order Cook	4.16	3.75	4.25	340	35
Salad Preparation Worker	4.30	3.95	4.50	324	53
Janitor/Porter	4.75	--	--	215	37
Host/Hostess	4.58	4.00	4.75	272	55
Waiter/Waitress	2.01	2.01	2.52	1364	73
Busperson	3.35	3.35	3.50	316	55
Cafeteria Server	--	--	--	--	--
Counter Worker (fast food)	3.60	3.35	4.25	786	23
Dishwasher	3.80	3.50	4.00	305	72
Cashier	4.97	4.00	5.00	182	32
Bartender	4.50	4.00	5.00	219	48

1. Median hourly wage is weighted based on average hourly wage reported by each respondent weighted by number of employees. It is possible for weighted medians to fall outside the unweighted low to high range. See explanatory notes.

2. Lowest hourly wage paid is median reported by respondents, unweighted by number of employees.

3. Highest hourly wage paid is median reported by respondents, unweighted by number of employees.

Note: For tipped employees, data represent cash wage, excluding tips.

Source: National Restaurant Association survey conducted July - September 1988. Data are reflective of survey respondents and are not necessarily representative of the industry. Data should not be considered industry standards.

SURVEY OF WAGE RATES FOR HOURLY EMPLOYEES, 1988

STATE: Louisiana

Type of Hourly Employee	Median Hourly Wage[1]	Lowest Hourly Wage Paid, Median[2]	Highest Hourly Wage Paid, Median[3]	Number of Employees	Number of Respondents
Chef	$ 8.00	$ --	$ --	53	33
Cook	4.80	4.45	5.66	374	68
Assistant Cook	4.33	4.00	4.60	80	34
Baker	5.00	5.00	6.00	13	10
Short Order Cook	3.63	--	--	147	45
Salad Preparation Worker	3.75	--	--	147	45
Janitor/Porter	3.90	3.50	4.00	299	31
Host/Hostess	4.55	--	--	121	35
Waiter/Waitress	2.18	2.01	2.35	1015	60
Busperson	3.49	3.35	3.50	283	46
Cafeteria Server	--	--	--	--	--
Counter Worker (fast food)	3.73	3.35	4.07	2035	19
Dishwasher	3.67	3.50	3.85	250	56
Cashier	4.10	4.05	5.00	108	35
Bartender	5.00	4.50	5.00	149	40

1. Median hourly wage is weighted based on average hourly wage reported by each respondent weighted by number of employees. It is possible for weighted medians to fall outside the unweighted low to high range. See explanatory notes.

2. Lowest hourly wage paid is median reported by respondents, unweighted by number of employees.

3. Highest hourly wage paid is median reported by respondents, unweighted by number of employees.

Note: For tipped employees, data represent cash wage, excluding tips.

Source: National Restaurant Association survey conducted July - September 1988. Data are reflective of survey respondents and are not necessarily representative of the industry. Data should not be considered industry standards.

SURVEY OF WAGE RATES FOR HOURLY EMPLOYEES, 1988

STATE: Maine

Type of Hourly Employee	Median Hourly Wage[1]	Lowest Hourly Wage Paid, Median[2]	Highest Hourly Wage Paid, Median[3]	Number of Employees	Number of Respondents
Chef	$ 8.87	$ --	$ --	80	59
Cook	6.00	6.00	7.00	291	75
Assistant Cook	5.50	5.00	5.75	92	39
Baker	6.38	6.00	6.63	44	32
Short Order Cook	5.50	5.00	6.00	213	29
Salad Preparation Worker	5.00	5.00	5.50	181	54
Janitor/Porter	5.00	4.82	5.62	78	34
Host/Hostess	4.95	4.56	5.13	206	55
Waiter/Waitress	2.01	2.01	2.25	1293	63
Busperson	3.75	3.65	3.75	261	39
Cafeteria Server	--	--	--	--	--
Counter Worker (fast food)	4.45	4.00	4.80	449	17
Dishwasher	4.44	4.00	4.75	343	77
Cashier	5.00	4.75	5.00	88	31
Bartender	4.75	4.50	5.00	184	57

1. Median hourly wage is weighted based on average hourly wage reported by each respondent weighted by number of employees. It is possible for weighted medians to fall outside the unweighted low to high range. See explanatory notes.

2. Lowest hourly wage paid is median reported by respondents, unweighted by number of employees.

3. Highest hourly wage paid is median reported by respondents, unweighted by number of employees.

Note: For tipped employees, data represent cash wage, excluding tips.

Source: National Restaurant Association survey conducted July - September 1988. Data are reflective of survey respondents and are not necessarily representative of the industry. Data should not be considered industry standards.

SURVEY OF WAGE RATES FOR HOURLY EMPLOYEES, 1988

STATE: Michigan

Type of Hourly Employee	Median Hourly Wage[1]	Lowest Hourly Wage Paid, Median[2]	Highest Hourly Wage Paid, Median[3]	Number of Employees	Number of Respondents
Chef	$ 8.12	$ --	$ --	71	35
Cook	5.50	5.00	7.00	409	71
Assistant Cook	4.50	4.00	5.00	280	49
Baker	5.00	5.00	6.00	39	21
Short Order Cook	5.25	4.25	5.50	145	23
Salad Preparation Worker	4.62	3.80	5.00	185	47
Janitor/Porter	5.50	--	--	163	44
Host/Hostess	4.25	4.00	5.25	373	47
Waiter/Waitress	2.52	2.52	2.90	2344	72
Busperson	--	--	--	--	--
Cafeteria Server	--	--	--	--	--
Counter Worker (fast food)	--	--	--	--	--
Dishwasher	4.00	3.50	4.25	1146	63
Cashier	4.25	4.00	5.25	170	22
Bartender	4.58	4.50	5.50	218	46

1. Median hourly wage is weighted based on average hourly wage reported by each respondent weighted by number of employees. It is possible for weighted medians to fall outside the unweighted low to high range. See explanatory notes.

2. Lowest hourly wage paid is median reported by respondents, unweighted by number of employees.

3. Highest hourly wage paid is median reported by respondents, unweighted by number of employees.

Note: For tipped employees, data represent cash wage, excluding tips.

Source: National Restaurant Association survey conducted July - September 1988. Data are reflective of survey respondents and are not necessarily representative of the industry. Data should not be considered industry standards.

SURVEY OF WAGE RATES FOR HOURLY EMPLOYEES, 1988

STATE: Minnesota

Type of Hourly Employee	Median Hourly Wage[1]	Lowest Hourly Wage Paid, Median[2]	Highest Hourly Wage Paid, Median[3]	Number of Employees	Number of Respondents
Chef	$ 8.45	$ --	$ --	129	66
Cook	5.52	5.00	6.50	1204	142
Assistant Cook	5.40	4.50	5.50	243	56
Baker	5.88	5.25	5.88	56	38
Short Order Cook	5.76	--	--	334	30
Salad Preparation Worker	5.00	4.25	5.00	222	69
Janitor/Porter	5.50	5.00	5.50	191	59
Host/Hostess	5.60	--	--	696	93
Waiter/Waitress	3.35	3.35	3.55	4222	35
Busperson	3.75	3.55	3.80	649	80
Cafeteria Server	--	--	--	--	--
Counter Worker (fast food)	4.20	3.52	5.10	699	12
Dishwasher	4.00	3.55	4.15	938	121
Cashier	4.50	4.25	5.12	511	32
Bartender	5.50	5.00	6.00	496	69

1. Median hourly wage is weighted based on average hourly wage reported by each respondent weighted by number of employees. It is possible for weighted medians to fall outside the unweighted low to high range. See explanatory notes.

2. Lowest hourly wage paid is median reported by respondents, unweighted by number of employees.

3. Highest hourly wage paid is median reported by respondents, unweighted by number of employees.

Note: For tipped employees, data represent cash wage, excluding tips.

Source: National Restaurant Association survey conducted July - September 1988. Data are reflective of survey respondents and are not necessarily representative of the industry. Data should not be considered industry standards.

SURVEY OF WAGE RATES FOR HOURLY EMPLOYEES, 1988

STATE: Maryland

Type of Hourly Employee	Median Hourly Wage[1]	Lowest Hourly Wage Paid, Median[2]	Highest Hourly Wage Paid, Median[3]	Number of Employees	Number of Respondents
Chef	$10.00	$10.00	$11.00	76	49
Cook	5.83	--	--	384	68
Assistant Cook	5.00	4.62	5.75	132	47
Baker	6.00	5.50	7.50	25	15
Short Order Cook	5.09	5.00	6.00	100	23
Salad Preparation Worker	4.50	4.50	5.12	207	46
Janitor/Porter	4.75	4.50	5.25	127	41
Host/Hostess	5.00	4.75	5.25	255	51
Waiter/Waitress	2.05	2.01	2.20	1558	63
Busperson	3.35	3.35	3.50	397	50
Cafeteria Server	--	--	--	--	--
Counter Worker (fast food)	3.75	--	--	205	12
Dishwasher	4.25	4.00	4.50	353	61
Cashier	4.75	4.50	5.50	106	23
Bartender	4.33	4.00	5.00	281	57

1. Median hourly wage is weighted based on average hourly wage reported by each respondent weighted by number of employees. It is possible for weighted medians to fall outside the unweighted low to high range. See explanatory notes.

2. Lowest hourly wage paid is median reported by respondents, unweighted by number of employees.

3. Highest hourly wage paid is median reported by respondents, unweighted by number of employees.

Note: For tipped employees, data represent cash wage, excluding tips.

Source: National Restaurant Association survey conducted July - September 1988. Data are reflective of survey respondents and are not necessarily representative of the industry. Data should not be considered industry standards.

SURVEY OF WAGE RATES FOR HOURLY EMPLOYEES, 1988

STATE: Massachusetts

Type of Hourly Employee	Median Hourly Wage[1]	Lowest Hourly Wage Paid, Median[2]	Highest Hourly Wage Paid, Median[3]	Number of Employees	Number of Respondents
Chef	$12.50	$12.00	$13.00	157	104
Cook	9.00	7.75	9.25	572	135
Assistant Cook	7.00	6.50	7.50	382	97
Baker	9.00	8.00	9.00	59	35
Short Order Cook	6.95	6.50	7.75	305	49
Salad Preparation Worker	6.00	6.00	6.75	433	92
Janitor/Porter	6.25	6.00	6.50	166	62
Host/Hostess	6.00	5.62	7.00	441	99
Waiter/Waitress	2.50	2.25	2.80	3713	119
Busperson	3.85	3.75	4.00	517	84
Cafeteria Server	7.08	6.02	7.50	203	11
Counter Worker (fast food)	5.60	5.00	6.50	972	25
Dishwasher	5.97	5.00	6.13	996	131
Cashier	6.00	6.00	7.00	202	40
Bartender	5.00	5.00	6.00	622	107

1. Median hourly wage is weighted based on average hourly wage reported by each respondent weighted by number of employees. It is possible for weighted medians to fall outside the unweighted low to high range. See explanatory notes.

2. Lowest hourly wage paid is median reported by respondents, unweighted by number of employees.

3. Highest hourly wage paid is median reported by respondents, unweighted by number of employees.

Note: For tipped employees, data represent cash wage, excluding tips.

Source: National Restaurant Association survey conducted July - September 1988. Data are reflective of survey respondents and are not necessarily representative of the industry. Data should not be considered industry standards.

SURVEY OF WAGE RATES FOR HOURLY EMPLOYEES, 1988

STATE: Montana

Type of Hourly Employee	Median Hourly Wage[1]	Lowest Hourly Wage Paid, Median[2]	Highest Hourly Wage Paid, Median[3]	Number of Employees	Number of Respondents
Chef					
Cook					
Assistant Cook					
Baker					
Short Order Cook					
Salad Preparation Worker	Fewer than 50 respondents. Data are unreliable. Refer to regional summary.				
Janitor/Porter					
Host/Hostess					
Waiter/Waitress					
Busperson					
Cafeteria Server					
Counter Worker (fast food)					
Dishwasher					
Cashier					
Bartender					

1. Median hourly wage is weighted based on average hourly wage reported by each respondent weighted by number of employees. It is possible for weighted medians to fall outside the unweighted low to high range. See explanatory notes.

2. Lowest hourly wage paid is median reported by respondents, unweighted by number of employees.

3. Highest hourly wage paid is median reported by respondents, unweighted by number of employees.

Note: For tipped employees, data represent cash wage, excluding tips.

Source: National Restaurant Association survey conducted July - September 1988. Data are reflective of survey respondents and are not necessarily representative of the industry. Data should not be considered industry standards.

SURVEY OF WAGE RATES FOR HOURLY EMPLOYEES, 1988

STATE: Nebraska - Fewer than 50 respondents. Data are unreliable. Refer to regional summary.

Type of Hourly Employee	Median Hourly Wage[1]	Lowest Hourly Wage Paid, Median[2]	Highest Hourly Wage Paid, Median[3]	Number of Employees	Number of Respondents
Chef	$ --	$ --	$ --	--	--
Cook	4.74	4.38	5.62	67	14
Assistant Cook	--	--	--	--	--
Baker	--	--	--	--	--
Short Order Cook	--	--	--	--	--
Salad Preparation Worker	3.67	3.55	4.95	92	11
Janitor/Porter	--	--	--	--	--
Host/Hostess	4.17	3.88	5.00	160	14
Waiter/Waitress	2.35	2.05	2.75	513	15
Busperson	3.40	3.35	3.50	97	10
Cafeteria Server	--	--	--	--	--
Counter Worker (fast food)	--	--	--	--	--
Dishwasher	3.46	3.35	3.86	127	13
Cashier	--	--	--	--	--
Bartender	--	--	--	--	--

1. Median hourly wage is weighted based on average hourly wage reported by each respondent weighted by number of employees. It is possible for weighted medians to fall outside the unweighted low to high range. See explanatory notes.

2. Lowest hourly wage paid is median reported by respondents, unweighted by number of employees.

3. Highest hourly wage paid is median reported by respondents, unweighted by number of employees.

Note: For tipped employees, data represent cash wage, excluding tips.

Source: National Restaurant Association survey conducted July - September 1988. Data are representative of survey respondents and are not necessarily representative of the industry. Data should not be considered industry standards.

SURVEY OF WAGE RATES FOR HOURLY EMPLOYEES, 1988

STATE: Mississippi

Type of Hourly Employee	Median Hourly Wage[1]	Lowest Hourly Wage Paid, Median[2]	Highest Hourly Wage Paid, Median[3]	Number of Employees	Number of Respondents
Chef	$ 6.75	$ 6.50	$ 6.95	14	12
Cook	4.30	4.00	5.00	173	42
Assistant Cook	3.97	3.45	4.00	84	21
Baker	--	--	--	--	--
Short Order Cook	--	--	--	--	--
Salad Preparation Worker	4.00	3.58	4.50	41	18
Janitor/Porter	3.75	3.35	4.00	36	15
Host/Hostess	4.00	4.00	4.50	58	23
Waiter/Waitress	2.01	2.01	2.40	392	31
Busperson	3.50	3.35	3.50	123	30
Cafeteria Server	--	--	--	--	--
Counter Worker (fast food)	3.51	3.35	4.10	82	10
Dishwasher	3.50	3.35	3.75	67	23
Cashier	--	--	--	--	--
Bartender	4.00	4.00	5.00	68	21

1. Median hourly wage is weighted based on average hourly wage reported by each respondent weighted by number of employees. It is possible for weighted medians to fall outside the unweighted low to high range. See explanatory notes.

2. Lowest hourly wage paid is median reported by respondents, unweighted by number of employees.

3. Highest hourly wage paid is median reported by respondents, unweighted by number of employees.

Note: For tipped employees, data represent cash wage, excluding tips.

Source: National Restaurant Association survey conducted July - September 1988. Data are reflective of survey respondents and are not necessarily representative of the industry. Data should not be considered industry standards.

SURVEY OF WAGE RATES FOR HOURLY EMPLOYEES, 1988

STATE: Missouri

Type of Hourly Employee	Median Hourly Wage[1]	Lowest Hourly Wage Paid, Median[2]	Highest Hourly Wage Paid, Median[3]	Number of Employees	Number of Respondents
Chef	$ 9.47	$ 8.20	$10.65	81	52
Cook	6.00	5.00	6.50	482	80
Assistant Cook	4.60	4.25	5.00	115	42
Baker	5.00	--	--	86	28
Short Order Cook	5.00	4.25	5.50	259	31
Salad Preparation Worker	4.25	4.25	5.00	221	56
Janitor/Porter	4.34	4.00	4.68	104	40
Host/Hostess	4.25	4.25	5.00	298	59
Waiter/Waitress	2.10	2.05	2.50	1526	73
Busperson	3.50	3.35	3.75	587	60
Cafeteria Server	4.50	4.25	5.50	77	13
Counter Worker (fast food)	4.00	3.50	5.00	731	17
Dishwasher	4.00	3.63	4.22	525	78
Cashier	5.00	--	--	185	35
Bartender	5.00	4.75	5.50	258	52

1. Median hourly wage is weighted based on average hourly wage reported by each respondent weighted by number of employees. It is possible for weighted medians to fall outside the unweighted low to high range. See explanatory notes.

2. Lowest hourly wage paid is median reported by respondents, unweighted by number of employees.

3. Highest hourly wage paid is median reported by respondents, unweighted by number of employees.

Note: For tipped employees, data represent cash wage, excluding tips.

Source: National Restaurant Association survey conducted July - September 1988. Data are reflective of survey respondents and are not necessarily representative of the industry. Data should not be considered industry standards.

SURVEY OF WAGE RATES FOR HOURLY EMPLOYEES, 1988

STATE: Nevada - Fewer than 50 respondents. Data are unreliable. Refer to regional summary.

Type of Hourly Employee	Median Hourly Wage[1]	Lowest Hourly Wage Paid, Median[2]	Highest Hourly Wage Paid, Median[3]	Number of Employees	Number of Respondents
Chef	$ --	$ --	$ --	--	--
Cook	9.41	--	--	148	17
Assistant Cook	8.00	--	--	93	11
Baker	--	--	--	--	--
Short Order Cook	--	--	--	--	--
Salad Preparation Worker	--	--	--	--	--
Janitor/Porter	--	--	--	--	--
Host/Hostess	5.08	4.50	6.00	184	14
Waiter/Waitress	3.60	3.35	4.13	646	16
Busperson	3.54	--	--	268	12
Cafeteria Server	--	--	--	--	--
Counter Worker (fast food)	--	--	--	--	--
Dishwasher	4.75	4.38	5.25	246	15
Cashier	--	--	--	--	--
Bartender	5.18	4.88	6.00	219	15

1. Median hourly wage is weighted based on average hourly wage reported by each respondent weighted by number of employees. It is possible for weighted medians to fall outside the unweighted low to high range. See explanatory notes.

2. Lowest hourly wage paid is median reported by respondents, unweighted by number of employees.

3. Highest hourly wage paid is median reported by respondents, unweighted by number of employees.

Note: For tipped employees, data represent cash wage, excluding tips.

Source: National Restaurant Association survey conducted July - September 1988. Data are reflective of survey respondents and are not necessarily representative of the industry. Data should not be considered industry standards.

SURVEY OF WAGE RATES FOR HOURLY EMPLOYEES, 1988

STATE: New Hampshire - Fewer than 50 respondents. Data are unreliable. Refer to regional summary.

Type of Hourly Employee	Median Hourly Wage[1]	Lowest Hourly Wage Paid, Median[2]	Highest Hourly Wage Paid, Median[3]	Number of Employees	Number of Respondents
Chef	$10.50	$ --	$ --	44	20
Cook	7.50	6.50	8.00	182	34
Assistant Cook	6.25	6.00	6.75	61	15
Baker	--	--	--	--	--
Short Order Cook	6.50	6.00	6.88	90	10
Salad Preparation Worker	5.50	5.50	6.50	95	15
Janitor/Porter	6.00	--	--	35	14
Host/Hostess	5.80	5.00	6.75	149	23
Waiter/Waitress	2.13	2.10	2.75	971	31
Busperson	3.68	3.52	4.00	127	22
Cafeteria Server	--	--	--	--	--
Counter Worker (fast food)	--	--	--	--	--
Dishwasher	5.50	4.12	6.00	196	33
Cashier	5.50	4.88	6.00	39	10
Bartender	4.75	4.50	5.38	143	24

1. Median hourly wage is weighted based on average hourly wage reported by each respondent weighted by number of employees. It is possible for weighted medians to fall outside the unweighted low to high range. See explanatory notes.

2. Lowest hourly wage paid is median reported by respondents, unweighted by number of employees.

3. Highest hourly wage paid is median reported by respondents, unweighted by number of employees.

Note: For tipped employees, data represent cash wage, excluding tips.

Source: National Restaurant Association survey conducted July - September 1988. Data are reflective of survey respondents and are not necessarily representative of the industry. Data should not be considered industry standards.

SURVEY OF WAGE RATES FOR HOURLY EMPLOYEES, 1988

STATE: New Jersey

Type of Hourly Employee	Median Hourly Wage[1]	Lowest Hourly Wage Paid, Median[2]	Highest Hourly Wage Paid, Median[3]	Number of Employees	Number of Respondents
Chef	$17.30	$ --	$ --	156	35
Cook	10.00	--	--	327	49
Assistant Cook	6.50	6.00	6.75	76	31
Baker	--	--	--	--	--
Short Order Cook	6.65	5.75	7.25	48	19
Salad Preparation Worker	6.27	5.72	6.50	160	37
Janitor/Porter	5.60	5.25	6.45	88	26
Host/Hostess	6.00	5.50	6.25	191	37
Waiter/Waitress	2.23	--	--	1299	43
Busperson	3.40	3.35	4.00	295	35
Cafeteria Server	--	--	--	--	--
Counter Worker (fast food)	--	--	--	--	--
Dishwasher	5.60	4.75	6.00	297	46
Cashier	6.19	--	--	71	21
Bartender	5.25	5.00	5.50	219	36

1. Median hourly wage is weighted based on average hourly wage reported by each respondent weighted by number of employees. It is possible for weighted medians to fall outside the unweighted low to high range. See explanatory notes.

2. Lowest hourly wage paid is median reported by respondents, unweighted by number of employees.

3. Highest hourly wage paid is median reported by respondents, unweighted by number of employees.

Note: For tipped employees, data represent cash wage, excluding tips.

Source: National Restaurant Association survey conducted July - September 1988. Data are reflective of survey respondents and are not necessarily representative of the industry. Data should not be considered industry standards.

SURVEY OF WAGE RATES FOR HOURLY EMPLOYEES, 1988

STATE: New Mexico - Fewer than 50 respondents. Data are unreliable. Refer to regional summary.

Type of Hourly Employee	Median Hourly Wage[1]	Lowest Hourly Wage Paid, Median[2]	Highest Hourly Wage Paid, Median[3]	Number of Employees	Number of Respondents
Chef	$ --	$ --	$ --	--	--
Cook	4.50	4.00	5.60	63	13
Assistant Cook	--	--	--	--	--
Baker	--	--	--	--	--
Short Order Cook	--	--	--	--	--
Salad Preparation Worker	--	--	--	--	--
Janitor/Porter	--	--	--	--	--
Host/Hostess	--	--	--	--	--
Waiter/Waitress	2.10	2.01	2.85	159	12
Busperson	--	--	--	--	--
Cafeteria Server	--	--	--	--	--
Counter Worker (fast food)	--	--	--	--	--
Dishwasher	3.40	3.35	3.50	59	12
Cashier	--	--	--	--	--
Bartender	--	--	--	--	--

1. Median hourly wage is weighted based on average hourly wage reported by each respondent weighted by number of employees. It is possible for weighted medians to fall outside the unweighted low to high range. See explanatory notes.

2. Lowest hourly wage paid is median reported by respondents, unweighted by number of employees.

3. Highest hourly wage paid is median reported by respondents, unweighted by number of employees.

Note: For tipped employees, data represent cash wage, excluding tips.

Source: National Restaurant Association survey conducted July - September 1988. Data are reflective of survey respondents and are not necessarily representative of the industry. Data should not be considered industry standards.

SURVEY OF WAGE RATES FOR HOURLY EMPLOYEES, 1988

STATE: New York

Type of Hourly Employee	Median Hourly Wage[1]	Lowest Hourly Wage Paid, Median[2]	Highest Hourly Wage Paid, Median[3]	Number of Employees	Number of Respondents
Chef	$10.00	$10.00	$10.00	93	57
Cook	6.80	6.00	7.50	334	80
Assistant Cook	5.70	5.00	6.00	180	54
Baker	8.50	--	--	41	23
Short Order Cook	6.00	5.00	6.40	76	19
Salad Preparation Worker	5.77	--	--	177	49
Janitor/Porter	5.93	4.50	6.00	212	47
Host/Hostess	5.50	5.00	6.00	203	52
Waiter/Waitress	2.40	2.40	2.82	1540	64
Busperson	3.50	3.40	3.75	364	47
Cafeteria Server	--	--	--	--	--
Counter Worker (fast food)	4.75	4.00	6.00	204	10
Dishwasher	4.13	3.95	5.00	428	69
Cashier	6.00	--	--	103	20
Bartender	4.50	4.25	5.00	251	52

1. Median hourly wage is weighted based on average hourly wage reported by each respondent weighted by number of employees. It is possible for weighted medians to fall outside the unweighted low to high range. See explanatory notes.

2. Lowest hourly wage paid is median reported by respondents, unweighted by number of employees.

3. Highest hourly wage paid is median reported by respondents, unweighted by number of employees.

Note: For tipped employees, data represent cash wage, excluding tips.

Source: National Restaurant Association survey conducted July - September 1988. Data are reflective of survey respondents and are not necessarily representative of the industry. Data should not be considered industry standards.

SURVEY OF WAGE RATES FOR HOURLY EMPLOYEES, 1988

STATE: North Carolina

Type of Hourly Employee	Median Hourly Wage[1]	Lowest Hourly Wage Paid, Median[2]	Highest Hourly Wage Paid, Median[3]	Number of Employees	Number of Respondents
Chef	$ 8.43	$ --	$ --	74	31
Cook	5.80	5.00	6.75	449	78
Assistant Cook	4.03	--	--	162	49
Baker	5.50	5.00	6.00	41	18
Short Order Cook	4.75	4.50	5.35	124	21
Salad Preparation Worker	4.75	4.10	5.00	200	44
Janitor/Porter	5.00	4.25	5.12	119	30
Host/Hostess	4.50	4.00	4.98	207	56
Waiter/Waitress	2.10	2.01	2.50	1643	77
Busperson	3.88	3.50	4.00	257	48
Cafeteria Server	--	--	--	--	--
Counter Worker (fast food)	4.00	3.50	5.00	99	13
Dishwasher	4.18	3.65	4.50	410	77
Cashier	4.50	4.50	5.00	156	41
Bartender	4.32	4.00	4.62	171	38

1. Median hourly wage is weighted based on average hourly wage reported by each respondent weighted by number of employees. It is possible for weighted medians to fall outside the unweighted low to high range. See explanatory notes.

2. Lowest hourly wage paid is median reported by respondents, unweighted by number of employees.

3. Highest hourly wage paid is median reported by respondents, unweighted by number of employees.

Note: For tipped employees, data represent cash wage, excluding tips.

Source: National Restaurant Association survey conducted July - September 1988. Data are reflective of survey respondents and are not necessarily representative of the industry. Data should not be considered industry standards.

SURVEY OF WAGE RATES FOR HOURLY EMPLOYEES, 1988

STATE: North Dakota

Type of Hourly Employee	Median Hourly Wage[1]	Lowest Hourly Wage Paid, Median[2]	Highest Hourly Wage Paid, Median[3]	Number of Employees	Number of Respondents
Chef					
Cook					
Assistant Cook					
Baker					
Short Order Cook					
Salad Preparation Worker	Fewer than 50 respondents. Data are unreliable. Refer to regional summary.				
Janitor/Porter					
Host/Hostess					
Waiter/Waitress					
Busperson					
Cafeteria Server					
Counter Worker (fast food)					
Dishwasher					
Cashier					
Bartender					

1. Median hourly wage is weighted based on average hourly wage reported by each respondent weighted by number of employees. It is possible for weighted medians to fall outside the unweighted low to high range. See explanatory notes.

2. Lowest hourly wage paid is median reported by respondents, unweighted by number of employees.

3. Highest hourly wage paid is median reported by respondents, unweighted by number of employees.

Note: For tipped employees, data represent cash wage, excluding tips.

Source: National Restaurant Association survey conducted July - September 1988. Data are reflective of survey respondents and are not necessarily representative of the industry. Data should not be considered industry standards.

SURVEY OF WAGE RATES FOR HOURLY EMPLOYEES, 1988

STATE: Ohio

Type of Hourly Employee	Median Hourly Wage[1]	Lowest Hourly Wage Paid, Median[2]	Highest Hourly Wage Paid, Median[3]	Number of Employees	Number of Respondents
Chef	$12.98	$ --	$ --	314	37
Cook	4.65	4.50	6.25	822	65
Assistant Cook	4.40	4.12	5.05	141	32
Baker	5.63	5.35	7.00	44	21
Short Order Cook	4.64	4.00	5.12	2446	24
Salad Preparation Worker	5.50	--	--	574	46
Janitor/Porter	4.50	3.92	4.50	553	38
Host/Hostess	3.93	--	--	1944	50
Waiter/Waitress	2.21	2.01	2.62	7561	58
Busperson	3.35	3.35	3.50	619	50
Cafeteria Server	--	--	--	--	--
Counter Worker (fast food)	4.45	3.50	5.00	5963	16
Dishwasher	4.50	--	--	594	54
Cashier	4.75	4.00	5.24	129	21
Bartender	5.00	4.00	5.00	527	41

1. Median hourly wage is weighted based on average hourly wage reported by each respondent weighted by number of employees. It is possible for weighted medians to fall outside the unweighted low to high range. See explanatory notes.

2. Lowest hourly wage paid is median reported by respondents, unweighted by number of employees.

3. Highest hourly wage paid is median reported by respondents, unweighted by number of employees.

Note: For tipped employees, data represent cash wage, excluding tips.

Source: National Restaurant Association survey conducted July - September 1988. Data are reflective of survey respondents and are not necessarily representative of the industry. Data should not be considered industry standards.

SURVEY OF WAGE RATES FOR HOURLY EMPLOYEES, 1988

STATE: Oklahoma

Type of Hourly Employee	Median Hourly Wage[1]	Lowest Hourly Wage Paid, Median[2]	Highest Hourly Wage Paid, Median[3]	Number of Employees	Number of Respondents
Chef	$ 7.00	$ 7.00	$ 7.50	49	35
Cook	4.50	4.25	5.50	726	124
Assistant Cook	3.90	3.85	4.50	202	55
Baker	5.25	5.00	5.50	26	17
Short Order Cook	4.04	4.00	4.90	102	27
Salad Preparation Worker	4.25	3.75	4.50	156	49
Janitor/Porter	4.00	3.90	4.25	55	27
Host/Hostess	4.00	3.88	4.50	314	54
Waiter/Waitress	2.10	2.10	2.60	1761	103
Busperson	3.64	3.35	3.95	330	56
Cafeteria Server	3.90	3.80	4.25	233	11
Counter Worker (fast food)	3.65	3.35	4.00	1642	37
Dishwasher	3.70	3.50	4.00	428	96
Cashier	3.80	--	--	171	45
Bartender	4.45	4.00	5.00	141	35

1. Median hourly wage is weighted based on average hourly wage reported by each respondent weighted by number of employees. It is possible for weighted medians to fall outside the unweighted low to high range. See explanatory notes.

2. Lowest hourly wage paid is median reported by respondents, unweighted by number of employees.

3. Highest hourly wage paid is median reported by respondents, unweighted by number of employees.

Note: For tipped employees, data represent cash wage, excluding tips.

Source: National Restaurant Association survey conducted July - September 1988. Data are reflective of survey respondents and are not necessarily representative of the industry. Data should not be considered industry standards.

SURVEY OF WAGE RATES FOR HOURLY EMPLOYEES, 1988

STATE: Oregon

Type of Hourly Employee	Median Hourly Wage[1]	Lowest Hourly Wage Paid, Median[2]	Highest Hourly Wage Paid, Median[3]	Number of Employees	Number of Respondents
Chef	$ 8.35	$ 8.00	$ 9.44	75	53
Cook	5.25	4.50	6.00	597	140
Assistant Cook	4.25	4.25	5.00	207	71
Baker	6.00	5.00	6.50	50	35
Short Order Cook	4.84	4.00	5.00	168	35
Salad Preparation Worker	4.25	4.00	4.50	126	65
Janitor/Porter	4.50	4.08	5.00	71	38
Host/Hostess	4.00	3.75	4.25	226	81
Waiter/Waitress	3.40	3.35	3.75	1374	125
Busperson	3.35	3.35	3.50	300	77
Cafeteria Server	--	--	--	--	--
Counter Worker (fast food)	3.80	3.35	4.50	1709	50
Dishwasher	4.00	3.50	4.00	677	125
Cashier	4.10	3.75	4.25	218	35
Bartender	5.00	4.50	5.50	236	67

1. Median hourly wage is weighted based on average hourly wage reported by each respondent weighted by number of employees. It is possible for weighted medians to fall outside the unweighted low to high range. See explanatory notes.

2. Lowest hourly wage paid is median reported by respondents, unweighted by number of employees.

3. Highest hourly wage paid is median reported by respondents, unweighted by number of employees.

Note: For tipped employees, data represent cash wage, excluding tips.

Source: National Restaurant Association survey conducted July - September 1988. Data are reflective of survey respondents and are not necessarily representative of the industry. Data should not be considered industry standards.

SURVEY OF WAGE RATES FOR HOURLY EMPLOYEES, 1988

STATE: Pennsylvania

Type of Hourly Employee	Median Hourly Wage[1]	Lowest Hourly Wage Paid, Median[2]	Highest Hourly Wage Paid, Median[3]	Number of Employees	Number of Respondents
Chef	$10.00	$ 9.75	$10.56	181	135
Cook	5.50	5.00	6.50	1059	221
Assistant Cook	5.21	--	--	373	131
Baker	6.00	5.25	6.00	145	73
Short Order Cook	4.60	4.00	5.50	642	107
Salad Preparation Worker	4.50	4.00	5.00	559	130
Janitor/Porter	4.20	4.00	4.50	376	118
Host/Hostess	4.59	4.25	5.00	637	149
Waiter/Waitress	2.15	2.01	2.50	4918	205
Busperson	3.60	--	--	1071	147
Cafeteria Server	4.50	3.75	6.00	51	13
Counter Worker (fast food)	3.76	3.50	4.50	2553	41
Dishwasher	4.00	3.50	4.50	1313	201
Cashier	4.10	4.00	4.78	270	72
Bartender	4.50	4.00	5.00	691	147

1. Median hourly wage is weighted based on average hourly wage reported by each respondent weighted by number of employees. It is possible for weighted medians to fall outside the unweighted low to high range. See explanatory notes.

2. Lowest hourly wage paid is median reported by respondents, unweighted by number of employees.

3. Highest hourly wage paid is median reported by respondents, unweighted by number of employees.

Note: For tipped employees, data represent cash wage, excluding tips.

Source: National Restaurant Association survey conducted July - September 1988. Data are reflective of survey respondents and are not necessarily representative of the industry. Data should not be considered industry standards.

SURVEY OF WAGE RATES FOR HOURLY EMPLOYEES, 1988

STATE: Rhode Island

Type of Hourly Employee	Median Hourly Wage[1]	Lowest Hourly Wage Paid, Median[2]	Highest Hourly Wage Paid, Median[3]	Number of Employees	Number of Respondents
Chef					
Cook					
Assistant Cook					
Baker					
Short Order Cook					
Salad Preparation Worker	Fewer than 50 respondents. Data are unreliable. Refer to regional summary.				
Janitor/Porter					
Host/Hostess					
Waiter/Waitress					
Busperson					
Cafeteria Server					
Counter Worker (fast food)					
Dishwasher					
Cashier					
Bartender					

1. Median hourly wage is weighted based on average hourly wage reported by each respondent weighted by number of employees. It is possible for weighted medians to fall outside the unweighted low to high range. See explanatory notes.

2. Lowest hourly wage paid is median reported by respondents, unweighted by number of employees.

3. Highest hourly wage paid is median reported by respondents, unweighted by number of employees.

Note: For tipped employees, data represent cash wage, excluding tips.

Source: National Restaurant Association survey conducted July - September 1988. Data are reflective of survey respondents and are not necessarily representative of the industry. Data should not be considered industry standards.

SURVEY OF WAGE RATES FOR HOURLY EMPLOYEES, 1988

STATE: South Carolina - Fewer than 50 respondents. Data are unreliable. Refer to regional summary.

Type of Hourly Employee	Median Hourly Wage[1]	Lowest Hourly Wage Paid, Median[2]	Highest Hourly Wage Paid, Median[3]	Number of Employees	Number of Respondents
Chef	$ --	$ --	$ --	--	--
Cook	5.50	5.00	7.00	68	14
Assistant Cook	--	--	--	--	--
Baker	--	--	--	--	--
Short Order Cook	--	--	--	--	--
Salad Preparation Worker	--	--	--	--	--
Janitor/Porter	--	--	--	--	--
Host/Hostess	4.50	4.00	5.75	49	11
Waiter/Waitress	2.01	2.01	2.01	267	13
Busperson	3.50	3.35	4.12	107	12
Cafeteria Server	--	--	--	--	--
Counter Worker (fast food)	--	--	--	--	--
Dishwasher	4.50	3.75	4.50	51	13
Cashier	--	--	--	--	--
Bartender	4.00	--	--	34	11

1. Median hourly wage is weighted based on average hourly wage reported by each respondent weighted by number of employees. It is possible for weighted medians to fall outside the unweighted low to high range. See explanatory notes.

2. Lowest hourly wage paid is median reported by respondents, unweighted by number of employees.

3. Highest hourly wage paid is median reported by respondents, unweighted by number of employees.

Note: For tipped employees, data represent cash wage, excluding tips.

Source: National Restaurant Association survey conducted July - September 1988. Data are reflective of survey respondents and are not necessarily representative of the industry. Data should not be considered industry standards.

SURVEY OF WAGE RATES FOR HOURLY EMPLOYEES, 1988

STATE: South Dakota

Type of Hourly Employee	Median Hourly Wage[1]	Lowest Hourly Wage Paid, Median[2]	Highest Hourly Wage Paid, Median[3]	Number of Employees	Number of Respondents
Chef					
Cook					
Assistant Cook					
Baker					
Short Order Cook					
Salad Preparation Worker	Fewer than 50 respondents. Data are unreliable. Refer to regional summary.				
Janitor/Porter					
Host/Hostess					
Waiter/Waitress					
Busperson					
Cafeteria Server					
Counter Worker (fast food)					
Dishwasher					
Cashier					
Bartender					

1. Median hourly wage is weighted based on average hourly wage reported by each respondent weighted by number of employees. It is possible for weighted medians to fall outside the unweighted low to high range. See explanatory notes.

2. Lowest hourly wage paid is median reported by respondents, unweighted by number of employees.

3. Highest hourly wage paid is median reported by respondents, unweighted by number of employees.

Note: For tipped employees, data represent cash wage, excluding tips.

Source: National Restaurant Association survey conducted July - September 1988. Data are reflective of survey respondents and are not necessarily representative of the industry. Data should not be considered industry standards.

SURVEY OF WAGE RATES FOR HOURLY EMPLOYEES, 1988

STATE: Tennessee - Fewer than 50 respondents. Data are unreliable. Refer to regional summary.

Type of Hourly Employee	Median Hourly Wage[1]	Lowest Hourly Wage Paid, Median[2]	Highest Hourly Wage Paid, Median[3]	Number of Employees	Number of Respondents
Chef	$ --	$ --	$ --	--	--
Cook	--	--	--	--	--
Assistant Cook	4.25	4.25	4.50	25	11
Baker	--	--	--	--	--
Short Order Cook	--	--	--	--	--
Salad Preparation Worker	--	--	--	--	--
Janitor/Porter	--	--	--	--	--
Host/Hostess	--	--	--	--	--
Waiter/Waitress	2.23	--	--	3603	16
Busperson	4.27	--	--	46	11
Cafeteria Server	--	--	--	--	--
Counter Worker (fast food)	--	--	--	--	--
Dishwasher	3.75	3.50	4.00	67	16
Cashier	--	--	--	--	--
Bartender	4.25	3.75	4.25	53	11

1. Median hourly wage is weighted based on average hourly wage reported by each respondent weighted by number of employees. It is possible for weighted medians to fall outside the unweighted low to high range. See explanatory notes.

2. Lowest hourly wage paid is median reported by respondents, unweighted by number of employees.

3. Highest hourly wage paid is median reported by respondents, unweighted by number of employees.

Note: For tipped employees, data represent cash wage, excluding tips.

Source: National Restaurant Association survey conducted July - September 1988. Data are reflective of survey respondents and are not necessarily representative of the industry. Data should not be considered industry standards.

SURVEY OF WAGE RATES FOR HOURLY EMPLOYEES, 1988

STATE: Texas

Type of Hourly Employee	Median Hourly Wage[1]	Lowest Hourly Wage Paid, Median[2]	Highest Hourly Wage Paid, Median[3]	Number of Employees	Number of Respondents
Chef	$ --	$ --	$ --	--	--
Cook	5.48	4.50	6.35	1167	108
Assistant Cook	3.75	--	--	1352	69
Baker	5.75	4.92	5.75	106	30
Short Order Cook	4.50	4.18	4.88	239	38
Salad Preparation Worker	4.20	4.00	4.88	361	66
Janitor/Porter	4.25	4.00	4.50	171	53
Host/Hostess	5.51	--	--	1623	64
Waiter/Waitress	3.42	--	--	9087	89
Busperson	3.50	3.35	3.80	1006	75
Cafeteria Server	3.55	--	--	1163	24
Counter Worker (fast food)	4.25	3.40	4.71	6298	42
Dishwasher	5.47	--	--	1470	96
Cashier	4.25	4.02	5.00	3936	20
Bartender	3.57	--	--	1531	55

1. Median hourly wage is weighted based on average hourly wage reported by each respondent weighted by number of employees. It is possible for weighted medians to fall outside the unweighted low to high range. See explanatory notes.

2. Lowest hourly wage paid is median reported by respondents, unweighted by number of employees.

3. Highest hourly wage paid is median reported by respondents, unweighted by number of employees.

Note: For tipped employees, data represent cash wage, excluding tips.

Source: National Restaurant Association survey conducted July - September 1988. Data are reflective of survey respondents and are not necessarily representative of the industry. Data should not be considered industry standards.

SURVEY OF WAGE RATES FOR HOURLY EMPLOYEES, 1988

STATE: Utah

Type of Hourly Employee	Median Hourly Wage[1]	Lowest Hourly Wage Paid, Median[2]	Highest Hourly Wage Paid, Median[3]	Number of Employees	Number of Respondents
Chef	$ 9.37	$ 8.04	$ 9.75	35	22
Cook	4.23	--	--	300	38
Assistant Cook	4.25	4.25	5.00	51	17
Baker	6.50	5.50	6.88	33	10
Short Order Cook	4.50	4.00	5.25	71	12
Salad Preparation Worker	3.35	--	--	153	23
Janitor/Porter	4.07	--	--	37	16
Host/Hostess	4.85	4.50	5.32	92	18
Waiter/Waitress	2.86	2.35	2.98	915	31
Busperson	3.35	3.35	3.80	257	23
Cafeteria Server	--	--	--	--	--
Counter Worker (fast food)	3.45	3.35	4.50	641	15
Dishwasher	3.52	--	--	316	29
Cashier	4.50	3.65	4.50	93	13
Bartender	4.00	--	--	71	12

1. Median hourly wage is weighted based on average hourly wage reported by each respondent weighted by number of employees. It is possible for weighted medians to fall outside the unweighted low to high range. See explanatory notes.

2. Lowest hourly wage paid is median reported by respondents, unweighted by number of employees.

3. Highest hourly wage paid is median reported by respondents, unweighted by number of employees.

Note: For tipped employees, data represent cash wage, excluding tips.

Source: National Restaurant Association survey conducted July - September 1988. Data are reflective of survey respondents and are not necessarily representative of the industry. Data should not be considered industry standards.

SURVEY OF WAGE RATES FOR HOURLY EMPLOYEES, 1988

STATE: Vermont - Fewer than 50 respondents. Data are unreliable. Refer to regional summary.

Type of Hourly Employee	Median Hourly Wage[1]	Lowest Hourly Wage Paid, Median[2]	Highest Hourly Wage Paid, Median[3]	Number of Employees	Number of Respondents
Chef	$10.00	$ 9.38	$10.00	16	16
Cook	8.00	6.00	8.00	112	22
Assistant Cook	5.50	5.12	6.00	20	12
Baker	6.33	6.00	6.62	11	10
Short Order Cook	--	--	--	--	--
Salad Preparation Worker	5.00	--	--	56	14
Janitor/Porter	5.35	--	--	17	10
Host/Hostess	6.00	--	--	60	19
Waiter/Waitress	2.19	2.19	2.31	383	18
Busperson	3.65	3.60	3.75	30	14
Cafeteria Server	--	--	--	--	--
Counter Worker (fast food)	--	--	--	--	--
Dishwasher	4.89	4.30	5.00	79	22
Cashier	--	--	--	--	--
Bartender	5.00	4.00	5.00	64	17

1. Median hourly wage is weighted based on average hourly wage reported by each respondent weighted by number of employees. It is possible for weighted medians to fall outside the unweighted low to high range. See explanatory notes.

2. Lowest hourly wage paid is median reported by respondents, unweighted by number of employees.

3. Highest hourly wage paid is median reported by respondents, unweighted by number of employees.

Note: For tipped employees, data represent cash wage, excluding tips.

Source: National Restaurant Association survey conducted July - September 1988. Data are reflective of survey respondents and are not necessarily representative of the industry. Data should not be considered industry standards.

SURVEY OF WAGE RATES FOR HOURLY EMPLOYEES, 1988

STATE: Virginia

Type of Hourly Employee	Median Hourly Wage[1]	Lowest Hourly Wage Paid, Median[2]	Highest Hourly Wage Paid, Median[3]	Number of Employees	Number of Respondents
Chef	$10.52	$10.00	$11.50	85	28
Cook	6.50	5.50	7.25	260	53
Assistant Cook	6.52	--	--	276	28
Baker	6.91	--	--	28	13
Short Order Cook	4.85	4.45	5.48	146	25
Salad Preparation Worker	4.78	4.50	5.00	178	33
Janitor/Porter	4.92	4.50	5.25	136	31
Host/Hostess	5.09	4.75	5.75	234	40
Waiter/Waitress	2.05	2.01	2.92	1905	53
Busperson	3.75	3.42	4.00	373	36
Cafeteria Server	4.78	3.88	5.42	159	10
Counter Worker (fast food)	--	--	--	--	--
Dishwasher	4.27	4.00	4.50	297	51
Cashier	5.02	--	--	460	26
Bartender	5.00	4.00	5.00	218	38

1. Median hourly wage is weighted based on average hourly wage reported by each respondent weighted by number of employees. It is possible for weighted medians to fall outside the unweighted low to high range. See explanatory notes.

2. Lowest hourly wage paid is median reported by respondents, unweighted by number of employees.

3. Highest hourly wage paid is median reported by respondents, unweighted by number of employees.

Note: For tipped employees, data represent cash wage, excluding tips.

Source: National Restaurant Association survey conducted July - September 1988. Data are reflective of survey respondents and are not necessarily representative of the industry. Data should not be considered industry standards.

SURVEY OF WAGE RATES FOR HOURLY EMPLOYEES, 1988

STATE: Washington - Fewer than 50 respondents. Data are unreliable. Refer to regional summary.

Type of Hourly Employee	Median Hourly Wage[1]	Lowest Hourly Wage Paid, Median[2]	Highest Hourly Wage Paid, Median[3]	Number of Employees	Number of Respondents
Chef	$ 9.00	$ --	$ --	33	15
Cook	6.80	5.62	7.45	234	34
Assistant Cook	6.25	5.50	6.75	62	18
Baker	9.00	--	--	29	11
Short Order Cook	--	--	--	--	--
Salad Preparation Worker	6.21	--	--	86	20
Janitor/Porter	6.88	--	--	54	14
Host/Hostess	5.00	4.38	5.45	113	24
Waiter/Waitress	3.35	3.35	3.88	473	27
Busperson	4.00	--	--	158	24
Cafeteria Server	--	--	--	--	--
Counter Worker (fast food)	3.65	3.35	4.50	1074	13
Dishwasher	4.50	4.00	4.50	144	29
Cashier	--	--	--	--	--
Bartender	6.50	5.25	6.50	92	22

1. Median hourly wage is weighted based on average hourly wage reported by each respondent weighted by number of employees. It is possible for weighted medians to fall outside the unweighted low to high range. See explanatory notes.

2. Lowest hourly wage paid is median reported by respondents, unweighted by number of employees.

3. Highest hourly wage paid is median reported by respondents, unweighted by number of employees.

Note: For tipped employees, data represent cash wage, excluding tips.

Source: National Restaurant Association survey conducted July - September 1988. Data are reflective of survey respondents and are not necessarily representative of the industry. Data should not be considered industry standards.

SURVEY OF WAGE RATES FOR HOURLY EMPLOYEES, 1988

STATE: West Virginia

Type of Hourly Employee	Median Hourly Wage[1]	Lowest Hourly Wage Paid, Median[2]	Highest Hourly Wage Paid, Median[3]	Number of Employees	Number of Respondents
Chef					
Cook					
Assistant Cook					
Baker					
Short Order Cook					
Salad Preparation Worker	Fewer than 50 respondents. Data are unreliable. Refer to regional summary.				
Janitor/Porter					
Host/Hostess					
Waiter/Waitress					
Busperson					
Cafeteria Server					
Counter Worker (fast food)					
Dishwasher					
Cashier					
Bartender					

1. Median hourly wage is weighted based on average hourly wage reported by each respondent weighted by number of employees. It is possible for weighted medians to fall outside the unweighted low to high range. See explanatory notes.

2. Lowest hourly wage paid is median reported by respondents, unweighted by number of employees.

3. Highest hourly wage paid is median reported by respondents, unweighted by number of employees.

Note: For tipped employees, data represent cash wage, excluding tips.

Source: National Restaurant Association survey conducted July - September 1988. Data are reflective of survey respondents and are not necessarily representative of the industry. Data should not be considered industry standards.

SURVEY OF WAGE RATES FOR HOURLY EMPLOYEES, 1988

STATE: Wisconsin

Type of Hourly Employee	Median Hourly Wage[1]	Lowest Hourly Wage Paid, Median[2]	Highest Hourly Wage Paid, Median[3]	Number of Employees	Number of Respondents
Chef	$ 9.80	$ --	$ --	749	209
Cook	5.00	4.60	6.00	1465	434
Assistant Cook	5.00	--	--	869	249
Baker	5.00	4.50	5.50	201	109
Short Order Cook	4.35	3.75	4.88	667	127
Salad Preparation Worker	4.75	--	--	856	224
Janitor/Porter	4.13	4.00	4.50	456	216
Host/Hostess	4.62	4.00	5.00	881	277
Waiter/Waitress	2.25	2.10	2.75	6269	427
Busperson	3.35	3.35	3.35	1408	272
Cafeteria Server	3.40	--	--	207	14
Counter Worker (fast food)	3.85	3.35	4.22	1856	44
Dishwasher	3.59	3.35	3.75	1908	376
Cashier	4.90	--	--	648	75
Bartender	4.75	4.25	5.45	1475	328

1. Median hourly wage is weighted based on average hourly wage reported by each respondent weighted by number of employees. It is possible for weighted medians to fall outside the unweighted low to high range. See explanatory notes.

2. Lowest hourly wage paid is median reported by respondents, unweighted by number of employees.

3. Highest hourly wage paid is median reported by respondents, unweighted by number of employees.

Note: For tipped employees, data represent cash wage, excluding tips.

Source: National Restaurant Association survey conducted July - September 1988. Data are reflective of survey respondents and are not necessarily representative of the industry. Data should not be considered industry standards.

SURVEY OF WAGE RATES FOR HOURLY EMPLOYEES, 1988

STATE: Wyoming - Fewer than 50 respondents. Data are unreliable. Refer to regional summary.

Type of Hourly Employee	Median Hourly Wage[1]	Lowest Hourly Wage Paid, Median[2]	Highest Hourly Wage Paid, Median[3]	Number of Employees	Number of Respondents
Chef	$ --	$ --	$ --	--	--
Cook	5.50	4.50	6.50	79	16
Assistant Cook	5.00	4.00	5.00	27	10
Baker	--	--	--	--	--
Short Order Cook	--	--	--	--	--
Salad Preparation Worker	--	--	--	--	--
Janitor/Porter	4.15	4.10	4.40	28	11
Host/Hostess	4.25	4.05	5.25	69	13
Waiter/Waitress	2.50	2.01	2.95	330	14
Busperson	3.10	--	--	101	12
Cafeteria Server	--	--	--	--	--
Counter Worker (fast food)	--	--	--	--	--
Dishwasher	4.15	3.75	4.50	89	17
Cashier	--	--	--	--	--
Bartender	--	--	--	--	--

1. Median hourly wage is weighted based on average hourly wage reported by each respondent weighted by number of employees. It is possible for weighted medians to fall outside the unweighted low to high range. See explanatory notes.

2. Lowest hourly wage paid is median reported by respondents, unweighted by number of employees.

3. Highest hourly wage paid is median reported by respondents, unweighted by number of employees.

Note: For tipped employees, data represent cash wage, excluding tips.

Source: National Restaurant Association survey conducted July - September 1988. Data are reflective of survey respondents and are not necessarily representative of the industry. Data should not be considered industry standards.

APPENDIX

- Substate/City Areas -

Results from the National Restaurant Association 1988 Survey of Wage Rates for Hourly Employees are also available for 16 substate/city areas. These substate/city areas have been created by using the zip code of respondents and examining the frequency distribution to look for clusters of contiguous zip codes. A zip code map was then compared to the clusters, and the substate/city area was labeled. A minimum of 50 respondents was required for each substate/city are.

The sixteen substate/city areas defined using this methodology are contained in this appendix and include:

* Boston, MA
* Chicago, IL; Gary, IN
* Denver, CO
* Ft. Lauderdale, Miami, Keys, FL
* Green Bay, Oshkosh, Appleton, WI
* Kansas City, MO/KS
* Los Angeles, CA
* Madison, WI
* Milwaukee, Kenosha, Sheboygan, WI
* Minneapolis/St. Paul, MN
* Oklahoma City, OK
* Philadelphia, PA
* Portland, OR/WA
* St. Louis, MO
* San Francisco, Oakland, San Jose, CA
* Washington, D.C. and metropolitan VA, MD

SURVEY OF WAGE RATES FOR HOURLY EMPLOYEES, 1988

SUBSTATE/CITY AREA: Boston, Massachusetts

Type of Hourly Employee	Median Hourly Wage[1]	Lowest Hourly Wage Paid, Median[2]	Highest Hourly Wage Paid, Median[3]	Number of Employees	Number of Respondents
Chef	$12.50	$12.00	$13.38	89	56
Cook	9.00	8.00	9.50	304	73
Assistant Cook	7.00	6.50	7.50	175	53
Baker	--	--	--	--	--
Short Order Cook	7.21	7.00	8.00	78	26
Salad Preparation Worker	6.25	6.12	6.75	160	47
Janitor/Porter	6.50	6.00	7.00	89	33
Host/Hostess	6.00	6.00	6.62	174	50
Waiter/Waitress	2.50	2.25	3.00	1526	61
Busperson	4.00	3.75	4.58	230	40
Cafeteria server	--	--	--	--	--
Counter Worker (fast food)	6.00	5.00	7.00	304	15
Dishwasher	6.00	5.50	6.25	433	63
Cashier	7.11	6.50	7.50	90	20
Bartender	5.00	4.90	6.00	343	51

1. Median hourly wage is weighted based on average hourly wage reported by each respondent weighted by number of employees. It is possible for weighted medians to fall outside the unweighted low to high range. See explanatory notes.

2. Lowest hourly wage paid is median reported by respondents, unweighted by number of employees.

3. Highest hourly wage paid is median reported by respondents, unweighted by number of employees.

Note: For tipped employees, data represent cash wage, excluding tips.

Source: National Restaurant Association survey conducted July - September 1988. Data are reflective of survey respondents and are not necessarily representative of the industry. Data should not be considered industry standards.

SURVEY OF WAGE RATES FOR HOURLY EMPLOYEES, 1988

SUBSTATE/CITY AREA: Chicago, Illinois; Gary, Indiana

Type of Hourly Employee	Median Hourly Wage[1]	Lowest Hourly Wage Paid, Median[2]	Highest Hourly Wage Paid, Median[3]	Number of Employees	Number of Respondents
Chef	$ --	$ --	$ --	--	--
Cook	6.50	5.50	7.75	543	51
Assistant Cook	5.25	4.62	6.00	234	34
Baker	--	--	--	--	--
Short Order Cook	5.97	5.00	7.00	745	16
Salad Preparation Worker	5.00	4.70	6.00	256	44
Janitor/Porter	4.50	4.50	5.00	263	35
Host/Hostess	5.25	5.00	6.50	620	41
Waiter/Waitress	2.06	2.01	2.50	3330	45
Busperson	3.50	3.35	3.90	535	39
Cafeteria server	--	--	--	--	--
Counter Worker (fast food)	4.00	3.35	4.95	412	16
Dishwasher	4.00	3.75	4.65	999	47
Cashier	4.83	4.50	6.12	490	15
Bartender	5.00	4.50	6.00	615	44

1. Median hourly wage is weighted based on average hourly wage reported by each respondent weighted by number of employees. It is possible for weighted medians to fall outside the unweighted low to high range. See explanatory notes.

2. Lowest hourly wage paid is median reported by respondents, unweighted by number of employees.

3. Highest hourly wage paid is median reported by respondents, unweighted by number of employees.

Note: For tipped employees, data represent cash wage, excluding tips.

Source: National Restaurant Association survey conducted July - September 1988. Data are reflective of survey respondents and are not necessarily representative of the industry. Data should not be considered industry standards.

SURVEY OF WAGE RATES FOR HOURLY EMPLOYEES, 1988

SUBSTATE/CITY AREA: Denver, Colorado

Type of Hourly Employee	Median Hourly Wage[1]	Lowest Hourly Wage Paid, Median[2]	Highest Hourly Wage Paid, Median[3]	Number of Employees	Number of Respondents
Chef	$ 8.23	$ 8.16	$ 9.50	42	32
Cook	5.83	5.00	6.75	554	70
Assistant Cook	5.25	4.38	5.50	74	28
Baker	6.00	5.75	6.88	27	10
Short Order Cook	5.00	4.25	5.50	83	17
Salad Preparation Worker	4.25	--	--	191	38
Janitor/Porter	4.58	4.50	5.12	60	18
Host/Hostess	4.76	4.00	5.00	341	44
Waiter/Waitress	2.10	2.01	2.75	1165	64
Busperson	3.63	3.35	3.75	406	46
Cafeteria server	--	--	--	--	--
Counter Worker (fast food)	3.52	3.35	4.50	1779	16
Dishwasher	4.50	3.85	4.55	319	58
Cashier	4.35	4.30	5.00	166	23
Bartender	4.50	4.25	5.00	226	43

1. Median hourly wage is weighted based on average hourly wage reported by each respondent weighted by number of employees. It is possible for weighted medians to fall outside the unweighted low to high range. See explanatory notes.

2. Lowest hourly wage paid is median reported by respondents, unweighted by number of employees.

3. Highest hourly wage paid is median reported by respondents, unweighted by number of employees.

Note: For tipped employees, data represent cash wage, excluding tips.

Source: National Restaurant Association survey conducted July - September 1988. Data are reflective of survey respondents and are not necessarily representative of the industry. Data should not be considered industry standards.

SURVEY OF WAGE RATES FOR HOURLY EMPLOYEES, 1988

SUBSTATE/CITY AREA: Ft. Lauderdale, Miami and the Keys, Florida

Type of Hourly Employee	Median Hourly Wage[1]	Lowest Hourly Wage Paid, Median[2]	Highest Hourly Wage Paid, Median[3]	Number of Employees	Number of Respondents
Chef	$ 8.50	$ --	$ --	72	28
Cook	6.00	6.00	7.60	318	44
Assistant Cook	6.00	5.00	6.50	78	25
Baker	6.75	6.38	8.00	76	14
Short Order Cook	6.00	6.00	7.00	73	20
Salad Preparation Worker	4.88	4.50	5.75	135	34
Janitor/Porter	4.00	--	--	100	22
Host/Hostess	5.50	5.00	6.00	148	29
Waiter/Waitress	2.01	2.01	2.01	1028	33
Busperson	3.50	2.88	3.50	397	34
Cafeteria server	--	--	--	--	--
Counter Worker (fast food)	--	--	--	--	--
Dishwasher	4.30	4.00	5.00	278	40
Cashier	4.75	--	--	213	22
Bartender	3.70	3.50	4.12	142	22

1. Median hourly wage is weighted based on average hourly wage reported by each respondent weighted by number of employees. It is possible for weighted medians to fall outside the unweighted low to high range. See explanatory notes.

2. Lowest hourly wage paid is median reported by respondents, unweighted by number of employees.

3. Highest hourly wage paid is median reported by respondents, unweighted by number of employees.

Note: For tipped employees, data represent cash wage, excluding tips.

Source: National Restaurant Association survey conducted July - September 1988. Data are reflective of survey respondents and are not necessarily representative of the industry. Data should not be considered industry standards.

SURVEY OF WAGE RATES FOR HOURLY EMPLOYEES, 1988

SUBSTATE/CITY AREA: Green Bay, Oshkosh, and Appleton, Wisconsin

Type of Hourly Employee	Median Hourly Wage[1]	Lowest Hourly Wage Paid, Median[2]	Highest Hourly Wage Paid, Median[3]	Number of Employees	Number of Respondents
Chef	$ 7.80	$ --	$ --	81	53
Cook	5.00	5.00	6.00	302	96
Assistant Cook	4.25	4.00	4.50	155	61
Baker	5.00	4.25	5.38	48	27
Short Order Cook	4.10	3.58	4.75	167	33
Salad Preparation Worker	4.11	3.90	4.50	126	45
Janitor/Porter	4.05	4.00	4.50	112	53
Host/Hostess	4.13	4.00	4.75	187	71
Waiter/Waitress	2.35	2.20	2.90	1316	106
Busperson	3.35	3.35	3.35	308	61
Cafeteria server	--	--	--	--	--
Counter Worker (fast food)	--	--	--	--	--
Dishwasher	3.50	3.35	3.75	388	90
Cashier	4.30	4.00	4.70	67	18
Bartender	5.00	4.50	5.55	327	74

1. Median hourly wage is weighted based on average hourly wage reported by each respondent weighted by number of employees. It is possible for weighted medians to fall outside the unweighted low to high range. See explanatory notes.

2. Lowest hourly wage paid is median reported by respondents, unweighted by number of employees.

3. Highest hourly wage paid is median reported by respondents, unweighted by number of employees.

Note: For tipped employees, data represent cash wage, excluding tips.

Source: National Restaurant Association survey conducted July - September 1988. Data are reflective of survey respondents and are not necessarily representative of the industry. Data should not be considered industry standards.

SURVEY OF WAGE RATES FOR HOURLY EMPLOYEES, 1988

SUBSTATE/CITY AREA: Kansas City, Missouri/Kansas

Type of Hourly Employee	Median Hourly Wage[1]	Lowest Hourly Wage Paid, Median[2]	Highest Hourly Wage Paid, Median[3]	Number of Employees	Number of Respondents
Chef	$ 9.94	$ 8.60	$10.90	26	22
Cook	6.00	5.00	6.55	245	39
Assistant Cook	4.75	4.10	5.12	48	20
Baker	6.00	5.51	6.46	25	19
Short Order Cook	4.50	4.00	5.50	126	19
Salad Preparation Worker	4.00	--	--	119	20
Janitor/Porter	4.78	4.25	4.88	33	16
Host/Hostess	4.01	4.00	5.00	137	24
Waiter/Waitress	2.06	2.01	2.26	655	34
Busperson	3.75	3.50	3.90	209	23
Cafeteria server	--	--	--	--	--
Counter Worker (fast food)	4.00	3.35	4.50	370	14
Dishwasher	4.00	3.60	4.25	271	35
Cashier	5.00	--	--	123	14
Bartender	5.00	4.50	5.38	84	20

1. Median hourly wage is weighted based on average hourly wage reported by each respondent weighted by number of employees. It is possible for weighted medians to fall outside the unweighted low to high range. See explanatory notes.

2. Lowest hourly wage paid is median reported by respondents, unweighted by number of employees.

3. Highest hourly wage paid is median reported by respondents, unweighted by number of employees.

Note: For tipped employees, data represent cash wage, excluding tips.

Source: National Restaurant Association survey conducted July - September 1988. Data are reflective of survey respondents and are not necessarily representative of the industry. Data should not be considered industry standards.

SURVEY OF WAGE RATES FOR HOURLY EMPLOYEES, 1988

SUBSTATE/CITY AREA: Los Angeles, California

Type of Hourly Employee	Median Hourly Wage[1]	Lowest Hourly Wage Paid, Median[2]	Highest Hourly Wage Paid, Median[3]	Number of Employees	Number of Respondents
Chef	$ 8.00	$ --	$ --	180	73
Cook	6.75	6.00	8.25	767	115
Assistant Cook	4.50	--	--	788	70
Baker	7.28	7.00	8.00	115	21
Short Order Cook	6.75	5.85	7.12	89	22
Salad Preparation Worker	4.75	--	--	1770	57
Janitor/Porter	4.50	4.25	5.00	742	47
Host/Hostess	5.00	5.00	6.00	840	81
Waiter/Waitress	3.50	3.50	4.25	5475	81
Busperson	4.25	4.25	4.25	850	84
Cafeteria server	4.25	--	--	133	11
Counter Worker (fast food)	4.75	4.25	5.45	3905	36
Dishwasher	4.40	4.25	4.50	671	92
Cashier	5.70	5.00	6.00	1247	40
Bartender	6.50	5.00	6.50	363	65

1. Median hourly wage is weighted based on average hourly wage reported by each respondent weighted by number of employees. It is possible for weighted medians to fall outside the unweighted low to high range. See explanatory notes.

2. Lowest hourly wage paid is median reported by respondents, unweighted by number of employees.

3. Highest hourly wage paid is median reported by respondents, unweighted by number of employees.

Note: For tipped employees, data represent cash wage, excluding tips.

Source: National Restaurant Association survey conducted July - September 1988. Data are reflective of survey respondents and are not necessarily representative of the industry. Data should not be considered industry standards.

SURVEY OF WAGE RATES FOR HOURLY EMPLOYEES, 1988

SUBSTATE/CITY AREA: Madison, Wisconsin

Type of Hourly Employee	Median Hourly Wage[1]	Lowest Hourly Wage Paid, Median[2]	Highest Hourly Wage Paid, Median[3]	Number of Employees	Number of Respondents
Chef	$ 7.88	$ 7.00	$ 8.88	42	33
Cook	4.94	4.72	6.00	238	60
Assistant Cook	4.75	4.15	4.75	67	31
Baker	5.00	4.75	5.68	33	20
Short Order Cook	4.35	4.25	5.00	49	11
Salad Preparation Worker	4.12	3.75	4.50	81	27
Janitor/Porter	4.22	4.00	4.62	62	28
Host/Hostess	4.25	4.00	4.70	127	43
Waiter/Waitress	2.20	2.10	2.52	845	54
Busperson	3.35	3.35	3.35	225	43
Cafeteria server	--	--	--	--	--
Counter Worker (fast food)	3.83	3.45	4.00	165	11
Dishwasher	3.62	3.35	3.80	227	49
Cashier	4.00	4.00	4.60	23	12
Bartender	4.53	4.00	5.25	242	51

1. Median hourly wage is weighted based on average hourly wage reported by each respondent weighted by number of employees. It is possible for weighted medians to fall outside the unweighted low to high range. See explanatory notes.

2. Lowest hourly wage paid is median reported by respondents, unweighted by number of employees.

3. Highest hourly wage paid is median reported by respondents, unweighted by number of employees.

Note: For tipped employees, data represent cash wage, excluding tips.

Source: National Restauran Association survey conducted July - September 1988. Data are reflective of survey respondents and are not necessarily representative of the industry. Data should not be considered industry standards.

SURVEY OF WAGE RATES FOR HOURLY EMPLOYEES, 1988

SUBSTATE/CITY AREA: Milwaukee, Kenosha, and Sheyboygan, Wisconsin

Type of Hourly Employee	Median Hourly Wage[1]	Lowest Hourly Wage Paid, Median[2]	Highest Hourly Wage Paid, Median[3]	Number of Employees	Number of Respondents
Chef	$ 9.80	$ 8.78	$10.00	564	74
Cook	5.15	5.00	6.25	473	135
Assistant Cook	5.25	--	--	492	77
Baker	5.50	5.00	6.00	76	33
Short Order Cook	4.43	3.90	5.00	306	42
Salad Preparation Worker	5.08	--	--	488	74
Janitor/Porter	4.25	4.00	4.45	178	69
Host/Hostess	4.68	4.56	5.25	384	80
Waiter/Waitress	2.26	2.10	2.65	2657	126
Busperson	3.35	3.35	3.35	605	83
Cafeteria server	--	--	--	--	--
Counter Worker (fast food)	3.85	3.50	4.95	1469	13
Dishwasher	3.93	3.35	3.93	860	116
Cashier	4.90	3.95	5.00	488	21
Bartender	4.80	4.50	5.75	592	104

1. Median hourly wage is weighted based on average hourly wage reported by each respondent weighted by number of employees. It is possible for weighted medians to fall outside the unweighted low to high range. See explanatory notes.

2. Lowest hourly wage paid is median reported by respondents, unweighted by number of employees.

3. Highest hourly wage paid is median reported by respondents, unweighted by number of employees.

Note: For tipped employees, data represent cash wage, excluding tips.

Source: National Restaurant Association survey conducted July - September 1988. Data are reflective of survey respondents and are not necessarily representative of the industry. Data should not be considered industry standards.

SURVEY OF WAGE RATES FOR HOURLY EMPLOYEES, 1988

SUBSTATE/CITY AREA: Minneapolis and St. Paul, Minnesota

Type of Hourly Employee	Median Hourly Wage[1]	Lowest Hourly Wage Paid, Median[2]	Highest Hourly Wage Paid, Median[3]	Number of Employees	Number of Respondents
Chef	$ 8.45	$ --	$ --	99	43
Cook	5.75	5.25	7.50	931	78
Assistant Cook	5.60	4.50	6.00	166	37
Baker	7.50	6.50	7.50	30	19
Short Order Cook	5.76	4.50	5.88	270	18
Salad Preparation Worker	5.00	4.50	5.50	149	44
Janitor/Porter	5.98	5.98	6.00	134	29
Host/Hostess	5.60	4.72	6.00	624	67
Waiter/Waitress	3.35	3.35	3.58	3434	78
Busperson	4.00	3.55	4.00	542	56
Cafeteria server	--	--	--	--	--
Counter Worker (fast food)	--	--	--	--	--
Dishwasher	4.00	3.75	4.75	741	76
Cashier	4.50	4.50	5.50	486	23
Bartender	5.75	5.25	6.92	369	40

1. Median hourly wage is weighted based on average hourly wage reported by each respondent weighted by number of employees. It is possible for weighted medians to fall outside the unweighted low to high range. See explanatory notes.

2. Lowest hourly wage paid is median reported by respondents, unweighted by number of employees.

3. Highest hourly wage paid is median reported by respondents, unweighted by number of employees.

Note: For tipped employees, data represent cash wage, excluding tips.

Source: National Restaurant Association survey conducted July - September 1988. Data are reflective of survey respondents and are not necessarily representative of the industry. Data should not be considered industry standards.

SURVEY OF WAGE RATES FOR HOURLY EMPLOYEES, 1988

SUBSTATE/CITY AREA: Oklahoma City, Oklahoma

Type of Hourly Employee	Median Hourly Wage[1]	Lowest Hourly Wage Paid, Median[2]	Highest Hourly Wage Paid, Median[3]	Number of Employees	Number of Respondents
Chef	$ --	$ --	$ --	--	--
Cook	4.50	4.50	5.92	308	40
Assistant Cook	3.80	3.62	4.62	101	18
Baker	--	--	--	--	--
Short Order Cook	--	--	--	--	--
Salad Preparation Worker	4.25	4.00	4.88	75	16
Janitor/Porter	--	--	--	--	--
Host/Hostess	3.75	3.75	4.50	135	20
Waiter/Waitress	2.01	2.01	2.50	744	31
Busperson	3.75	3.35	4.25	83	19
Cafeteria server	--	--	--	--	--
Counter Worker (fast food)	3.55	3.50	4.00	227	16
Dishwasher	3.97	3.50	4.20	140	31
Cashier	3.80	--	--	115	21
Bartender	4.75	4.00	5.50	44	11

1. Median hourly wage is weighted based on average hourly wage reported by each respondent weighted by number of employees. It is possible for weighted medians to fall outside the unweighted low to high range. See explanatory notes.

2. Lowest hourly wage paid is median reported by respondents, unweighted by number of employees.

3. Highest hourly wage paid is median reported by respondents, unweighted by number of employees.

Note: For tipped employees, data represent cash wage, excluding tips.

Source: National Restaurant Association survey conducted July - September 1988. Data are reflective of survey respondents and are not necessarily representative of the industry. Data should not be considered industry standards.

SURVEY OF WAGE RATES FOR HOURLY EMPLOYEES, 1988

SUBSTATE/CITY AREA: Philadelphia, Pennsylvania

Type of Hourly Employee	Median Hourly Wage[1]	Lowest Hourly Wage Paid, Median[2]	Highest Hourly Wage Paid, Median[3]	Number of Employees	Number of Respondents
Chef	$11.25	$11.00	$11.87	52	38
Cook	6.74	6.00	8.00	290	48
Assistant Cook	5.75	5.00	6.35	105	28
Baker	6.60	--	--	22	14
Short Order Cook	6.00	5.00	7.38	77	18
Salad Preparation Worker	5.38	5.00	6.00	131	26
Janitor/Porter	4.25	--	--	114	23
Host/Hostess	5.50	5.00	6.50	188	41
Waiter/Waitress	2.15	2.01	2.42	1575	41
Busperson	3.50	3.35	3.50	246	35
Cafeteria server	--	--	--	--	--
Counter Worker (fast food)	4.25	4.00	5.38	337	10
Dishwasher	4.81	4.00	5.00	371	47
Cashier	5.50	5.00	6.00	55	18
Bartender	4.20	--	--	235	39

1. Median hourly wage is weighted based on average hourly wage reported by each respondent weighted by number of employees. It is possible for weighted medians to fall outside the unweighted low to high range. See explanatory notes.

2. Lowest hourly wage paid is median reported by respondents, unweighted by number of employees.

3. Highest hourly wage paid is median reported by respondents, unweighted by number of employees.

Note: For tipped employees, data represent cash wage, excluding tips.

Source: National Restaurant Association survey conducted July - September 1988. Data are reflective of survey respondents and are not necessarily representative of the industry. Data should not be considered industry standards.

SURVEY OF WAGE RATES FOR HOURLY EMPLOYEES, 1988

SUBSTATE/CITY AREA: Portland, Oregon/Washington

Type of Hourly Employee	Median Hourly Wage[1]	Lowest Hourly Wage Paid, Median[2]	Highest Hourly Wage Paid, Median[3]	Number of Employees	Number of Respondents
Chef	$ 8.08	$ 8.00	$ 8.87	48	29
Cook	5.75	4.85	6.50	294	67
Assistant Cook	4.75	4.58	5.25	93	36
Baker	6.29	5.25	7.25	23	14
Short Order Cook	4.50	4.00	4.98	87	18
Salad Preparation Worker	4.28	4.00	4.75	74	35
Janitor/Porter	4.60	--	--	34	18
Host/Hostess	4.00	4.00	4.75	124	39
Waiter/Waitress	3.48	3.35	3.75	776	61
Busperson	3.50	3.35	3.50	196	42
Cafeteria server	--	--	--	--	--
Counter Worker (fast food)	3.65	3.35	4.50	1808	20
Dishwasher	4.17	3.65	4.22	448	67
Cashier	4.10	3.78	4.50	170	18
Bartender	5.41	5.00	5.75	147	40

1. Median hourly wage is weighted based on average hourly wage reported by each respondent weighted by number of employees. It is possible for weighted medians to fall outside the unweighted low to high range. See explanatory notes.

2. Lowest hourly wage paid is median reported by respondents, unweighted by number of employees.

3. Highest hourly wage paid is median reported by respondents, unweighted by number of employees.

Note: For tipped employees, data represent cash wage, excluding tips.

Source: National Restaurant Association survey conducted July - September 1988. Data are reflective of survey respondents and are not necessarily representative of the industry. Data should not be considered industry standards.

SURVEY OF WAGE RATES FOR HOURLY EMPLOYEES, 1988

SUBSTATE/CITY AREA: St. Louis, Missouri

Type of Hourly Employee	Median Hourly Wage[1]	Lowest Hourly Wage Paid, Median[2]	Highest Hourly Wage Paid, Median[3]	Number of Employees	Number of Respondents
Chef	$11.00	$ 8.75	$12.00	33	23
Cook	5.50	5.42	6.50	222	41
Assistant Cook	4.75	4.50	5.00	57	23
Baker	5.00	--	--	[illegible]	12
Short Order Cook	--	--	--	--	--
Salad Preparation Worker	5.00	4.27	5.54	76	27
Janitor/Porter	4.43	4.02	4.70	68	23
Host/Hostess	4.75	4.45	5.13	122	28
Waiter/Waitress	2.05	2.05	2.45	706	35
Busperson	3.42	3.35	3.65	299	33
Cafeteria server	--	--	--	--	--
Counter Worker (fast food)	--	--	--	--	--
Dishwasher	4.10	3.82	4.25	231	36
Cashier	4.75	4.30	5.00	49	15
Bartender	5.00	5.00	5.98	121	28

1. Median hourly wage is weighted based on average hourly wage reported by each respondent weighted by number of employees. It is possible for weighted medians to fall outside the unweighted low to high range. See explanatory notes.

2. Lowest hourly wage paid is median reported by respondents, unweighted by number of employees.

3. Highest hourly wage paid is median reported by respondents, unweighted by number of employees.

Note: For tipped employees, data represent cash wage, excluding tips.

Source: National Restaurant Association survey conducted July - September 1988. Data are reflective of survey respondents and are not necessarily representative of the industry. Data should not be considered industry standards.

SURVEY OF WAGE RATES FOR HOURLY EMPLOYEES, 1988

SUBSTATE/CITY AREA: San Francisco, Oakland, and San Jose, California

Type of Hourly Employee	Median Hourly Wage[1]	Lowest Hourly Wage Paid, Median[2]	Highest Hourly Wage Paid, Median[3]	Number of Employees	Number of Respondents
Chef	$12.50	$12.00	$13.00	64	50
Cook	7.00	7.00	8.50	475	79
Assistant Cook	7.00	5.75	7.00	239	52
Baker	--	--	--	--	--
Short Order Cook	4.30	--	--	130	14
Salad Preparation Worker	5.50	--	--	147	40
Janitor/Porter	6.20	5.50	6.42	133	46
Host/Hostess	5.56	5.25	6.18	300	48
Waiter/Waitress	3.81	3.50	4.00	1519	65
Busperson	4.25	4.25	4.25	509	51
Cafeteria server	--	--	--	--	--
Counter Worker (fast food)	3.88	--	--	1883	19
Dishwasher	5.25	4.50	5.50	494	70
Cashier	5.00	5.00	5.00	124	12
Bartender	6.50	6.00	7.93	301	47

1. Median hourly wage is weighted based on average hourly wage reported by each respondent weighted by number of employees. It is possible for weighted medians to fall outside the unweighted low to high range. See explanatory notes.

2. Lowest hourly wage paid is median reported by respondents, unweighted by number of employees.

3. Highest hourly wage paid is median reported by respondents, unweighted by number of employees.

Note: For tipped employees, data represent cash wage, excluding tips.

Source: National Restaurant Association survey conducted July - September 1988. Data are reflective of survey respondents and are not necessarily representative of the industry. Data should not be considered industry standards.

SURVEY OF WAGE RATES FOR HOURLY EMPLOYEES, 1988

SUBSATE/CITY AEA: Washington, D.C. (includes Metropolitan Virginia and Maryland)

Type of Hourly Employee	Median Hourly Wage[1]	Lowest Hourly Wage Paid, Median[2]	Highest Hourly Wage Paid, Median[3]	Number of Employees	Number of Respondents
Chef	$10.52	$ --	$ --	105	33
Cook	8.00	6.50	8.85	267	43
Assistant Cook	6.52	5.96	7.90	280	28
Baker	7.77	7.00	8.00	29	17
Short Order Cook	6.50	5.62	7.66	69	14
Salad Preparation Worker	5.48	5.00	6.00	154	30
Janitor/Porter	7.76	--	--	321	31
Host/Hostess	5.27	5.25	6.65	149	35
Waiter/Waitress	3.25	--	--	1152	41
Busperson	4.25	--	--	233	37
Cafeteria server	--	--	--	--	--
Counter Worker (fast food)	--	--	--	--	--
Dishwasher	4.50	4.25	5.25	324	41
Cashier	5.02	5.00	6.25	401	20
Bartender	5.00	4.50	5.50	194	37

1. Median hourly wage is weighted based on average hourly wage reported by each respondent weighted by number of employees. It is possible for weighted medians to fall outside the unweighted low to high range. See explanatory notes.

2. Lowest hourly wage paid is median reported by respondents, unweighted by number of employees.

3. Highest hourly wage paid is median reported by respondents, unweighted by number of employees.

Note: For tipped employees, data represent cash wage, excluding tips.

Source: National Restaurant Association survey conducted July - September 1988. Data are reflective of survey respondents and are not necessarily representative of the industry. Data should not be considered industry standards.

SURVEY OF WAGE RATES FOR HOURLY EMPLOYEES 1990

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NATIONAL RESTAURANT ASSOCIATION

SURVEY OF WAGE RATES FOR HOURLY EMPLOYEES, 1990

Results from the National Restaurant Association's third survey of hourly wage rates are shown in the following tables. This survey was conducted between July and September 1990. National Restaurant Association members were surveyed. Many state restaurant associations participated in the survey as well by mailing questionnaires to their members. A look at the number of respondents by state indicates that most participating state restaurant associations achieved a strong response from their members.

The United States summary includes 6,287 respondents and 305,910 hourly employees. Wage rate data summarized here are reflective of the survey respondents and are not necessarily representative of the industry as a whole. For a better understanding of the data, please review the following explanatory notes.

Explanatory Notes

Because the response is small in some states, extreme caution should be used in generalizing from the data.

Both the number of respondents and the number of employees covered by the weighted median wage are given for each occupation on a state-by-state basis. This will help the user evaluate the wage information shown. It is also useful to look at regional information.

In some cases, the user is referred to regional summaries because the number of respondents in a state is particularly low.

In all cases, it should be kept in mind that wage rates are reflective of survey respondents only.

All wage rates are reported as weighted or unweighted medians. The median is defined as the middle value of all hourly wage amounts reported by respondents. Medians are used to keep the results from being unduly influenced by very high or low hourly wages reported by a few respondents. The weighted median is derived by weighting the respondent's average hourly wage by number of employees. Lowest and highest hourly wages are unweighted medians.

Due to statistical problems comparing weighted and unweighted medians, it is possible for the weighted median to fall outside the unweighted low to high range. This occurs occasionally when the number of respondents drops below 100. In those cases, lowest and highest unweighted medians have been dropped from this report in favor of the weighted median.

Note: For further information, contact the Research Department, National Restaurant Association, 1200 Seventeenth Street, N.W., Washington, D.C. 20036, 202/331-5900.

Number of Respondents by State

Alabama	-	33	Iowa	-	162
Alaska	-	8	Kansas	-	129
Arkansas	-	9	Kentucky	-	113
Arizona	-	174	Louisiana	-	22
California	-	695	Maine	-	37
Colorado	-	173	Maryland	-	126
Connecticut	-	43	Massachusetts	-	231
Delaware	-	16	Michigan	-	103
District of Columbia	-	43	Minnesota	-	235
Florida	-	131	Mississippi	-	42
Georgia	-	90	Missouri	-	19[illegible]
Hawaii	-	46	Montana	-	16
Idaho	-	41	Nebraska	-	92
Illinois	-	251	Nevada	-	29
Indiana	-	125	New Hampshire	-	45

Con't - Number of Respondents

New Jersey	-	94	South Dakota	-	8
New Mexico	-	41	Tennessee	-	72
New York	-	118	Texas	-	210
North Carolina	-	200	Utah	-	59
North Dakota	-	4	Vermont	-	64
Ohio	-	333	Virginia	-	111
Oklahoma	-	202	Washington	-	322
Oregon	-	335	West Virginia	-	13
Pennsylvania	-	352	Wisconsin	-	186
Rhode Island	-	3	Wyoming	-	42
South Carolina	-	67			

SURVEY OF WAGE RATES FOR HOURLY EMPLOYEES, 1990

AREA: United States

Type of Hourly Employee	Median Hourly Wage (1)	Median Lowest Hourly Wage (2)	Median Highest Hourly Wage (3)	Number of Employees	Number of Responses
Cook	$6.50	$5.50	$7.50	30479	4727
Assistant Cook	5.80	5.00	6.50	8037	2349
Short Order Cook	5.75	5.00	6.50	9461	1708
Baker	6.25	5.75	7.00	2705	1127
Food/Salad Preparation Worker	5.25	4.75	6.00	15039	2752
Crew Person (fast food)	4.25	3.85	5.00	34951	823
Crew Supervisor (fast food)	5.55	5.00	6.00	5067	753
Cafeteria Server	4.88	4.40	5.50	5592	462
Waiter/Waitress	2.60	2.31	3.50	97297	4921
Host/Hostess	5.00	4.50	5.50	17882	3289
Bartender	5.00	4.75	5.82	12557	2803
Cashier	5.00	4.50	5.50	8685	1675
Busperson	4.00	3.85	4.25	22695	3352
Dishwasher	4.50	4.25	5.00	24592	4488
Janitor/Porter	5.25	5.00	5.75	5341	1664
Driver (delivery)	5.00	4.25	5.00	5530	397

(1) Median hourly wage is weighted based on average hourly wage reported by each respondent weighted by number of employees. It is possible for weighted medians to fall outside the unweighted low to high range. See explanatory notes.

(2) Lowest hourly wage is median reported by respondents, unweighted by number of employees.

(3) Highest hourly wage is median reported by respondents, unweighted by number of employees.

Note: For tipped employees, data represent cash wage, excluding tips.

Source: National Restaurant Association survey conducted July-September 1990. Data are reflective of survey respondents and are not necessarily representative of the industry. Data should not be considered industry standards.

SURVEY OF WAGE RATES FOR HOURLY EMPLOYEES, 1990

DIVISION: New England (Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, Vermont)

Type of Hourly Employee	Median Hourly Wage (1)	Median Lowest Hourly Wage (2)	Median Highest Hourly Wage (3)	Number of Employees	Number of Responses
Cook	$8.69	$7.40	$10.00	1615	353
Assistant Cook	7.50	6.50	8.00	643	215
Short Order Cook	7.00	6.50	8.00	586	126
Baker	8.00	6.85	8.45	180	97
Food/Salad Preparation Worker	6.25	5.50	7.00	1113	224
Crew Person (fast food)	5.38	4.50	6.50	895	36
Crew Supervisor (fast food)	7.50	6.25	7.75	138	32
Cafeteria Server	6.55	6.00	8.42	517	20
Waiter/Waitress	2.40	2.31	3.19	6511	359
Host/Hostess	6.00	5.75	6.50	946	263
Bartender	5.00	4.75	6.00	1329	272
Cashier	6.25	5.50	7.00	523	102
Busperson	4.00	3.85	4.25	1111	221
Dishwasher	5.69	5.00	6.00	1729	334
Janitor/Porter	6.60	6.00	7.00	304	118
Driver (delivery)	6.60			56	24

(1) Median hourly wage is weighted based on average hourly wage reported by each respondent weighted by number of employees. It is possible for weighted medians to fall outside the unweighted low to high range. See explanatory notes.

(2) Lowest hourly wage is median reported by respondents, unweighted by number of employees.

(3) Highest hourly wage is median reported by respondents, unweighted by number of employees.

Note: For tipped employees, data represent cash wage, excluding tips.

Source: National Restaurant Association survey conducted July-September 1990. Data are reflective of survey respondents and are not necessarily representative of the industry. Data should not be considered industry standards.

SURVEY OF WAGE RATES FOR HOURLY EMPLOYEES, 1990

DIVISION: Middle Atlantic (New Jersey, New York, Pennsylvania)

Type of Hourly Employee	Median Hourly Wage (1)	Median Lowest Hourly Wage (2)	Median Highest Hourly Wage (3)	Number of Employees	Number of Responses
Cook	$7.50	$6.00	$8.00	2913	478
Assistant Cook	6.25	5.50	6.75	837	287
Short Order Cook	6.00	5.00	6.74	1143	185
Baker	6.59	6.00	7.50	344	120
Food/Salad Preparation Worker	5.25	4.75	6.00	1510	314
Crew Person (fast food)	4.70	4.00	5.50	1040	42
Crew Supervisor (fast food)	6.50	5.25	8.50	126	29
Cafeteria Server	6.02	5.25	6.85	859	20
Waiter/Waitress	2.28	2.10	2.68	12271	488
Host/Hostess	5.25	4.88	6.00	2234	329
Bartender	5.00	4.50	5.50	1337	315
Cashier	5.25	5.00	6.00	812	132
Busperson	3.80	3.80	3.90	2278	336
Dishwasher	4.50	4.00	5.00	2786	448
Janitor/Porter	5.03	5.00	5.65	752	201
Driver (delivery)	5.50	4.88	6.35	204	21

(1) Median hourly wage is weighted based on average hourly wage reported by each respondent weighted by number of employees. It is possible for weighted medians to fall outside the unweighted low to high range. See explanatory notes.

(2) Lowest hourly wage is median reported by respondents, unweighted by number of employees.

(3) Highest hourly wage is median reported by respondents, unweighted by number of employees.

Note: For tipped employees, data represent cash wage, excluding tips.

Source: National Restaurant Association survey conducted July-September 1990. Data are reflective of survey respondents and are not necessarily representative of the industry. Data should not be considered industry standards.

SURVEY OF WAGE RATES FOR HOURLY EMPLOYEES, 1990

DIVISION: East North Central (Illinois, Indiana, Michigan, Ohio, Wisconsin)

Type of Hourly Employee	Median Hourly Wage (1)	Median Lowest Hourly Wage (2)	Median Highest Hourly Wage (3)	Number of Employees	Number of Responses
Cook	$6.36	$5.00	$7.50	6080	722
Assistant Cook	5.40	4.68	6.00	1295	390
Short Order Cook	5.25	4.50	6.15	2011	319
Baker	6.00	5.25	7.00	430	171
Food/Salad Preparation Worker	5.00	4.30	5.50	3975	468
Crew Person (fast food)	4.04	3.80	4.60	7789	146
Crew Supervisor (fast food)	5.34	4.83	5.70	931	152
Cafeteria Server	5.25	4.38	5.83	655	42
Waiter/Waitress	2.35	2.25	2.75	16613	822
Host/Hostess	5.00	4.50	5.50	3967	554
Bartender	5.07	4.75	5.94	1962	451
Cashier	4.75	4.25	5.25	1027	230
Busperson	3.80	3.80	4.00	3846	549
Dishwasher	4.25	4.00	4.75	3567	714
Janitor/Porter	5.25	5.00	5.75	1120	352
Driver (delivery)	4.30	4.00	4.50	3903	85

(1) Median hourly wage is weighted based on average hourly wage reported by each respondent weighted by number of employees. It is possible for weighted medians to fall outside the unweighted low to high range. See explanatory notes.

(2) Lowest hourly wage is median reported by respondents, unweighted by number of employees.

(3) Highest hourly wage is median reported by respondents, unweighted by number of employees.

Note: For tipped employees, data represent cash wage, excluding tips.

Source: National Restaurant Association survey conducted July-September 1990. Data are reflective of survey respondents and are not necessarily representative of the industry. Data should not be considered industry standards.

SURVEY OF WAGE RATES FOR HOURLY EMPLOYEES, 1990

DIVISION: West North Central (Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota, South Dakota)

Type of Hourly Employee	Median Hourly Wage (1)	Median Lowest Hourly Wage (2)	Median Highest Hourly Wage (3)	Number of Employees	Number of Responses
Cook	$5.75	$4.75	$6.50	3608	611
Assistant Cook	5.00	4.50	5.50	933	293
Short Order Cook	5.25	4.50	6.00	1356	237
Baker	5.95	5.50	6.50	360	154
Food/Salad Preparation Worker	4.85	4.50	5.25	1039	312
Crew Person (fast food)	4.00	3.80	4.60	2172	107
Crew Supervisor (fast food)	5.50	4.90	6.00	388	90
Cafeteria Server	4.78	4.40	5.56	655	57
Waiter/Waitress	3.05	2.75	3.80	11606	640
Host/Hostess	4.86	4.25	5.33	2222	407
Bartender	5.00	4.50	5.50	1516	324
Cashier	4.61	4.25	5.00	952	186
Busperson	3.98	3.85	4.07	2196	364
Dishwasher	4.14	3.95	4.50	3117	559
Janitor/Porter	5.20	5.00	5.90	553	213
Driver (delivery)	4.39	4.00	5.15	190	43

(1) Median hourly wage is weighted based on average hourly wage reported by each respondent weighted by number of employees. It is possible for weighted medians to fall outside the unweighted low to high range. See explanatory notes.

(2) Lowest hourly wage is median reported by respondents, unweighted by number of employees.

(3) Highest hourly wage is median reported by respondents, unweighted by number of employees.

Note: For tipped employees, data represent cash wage, excluding tips.

Source: National Restaurant Association survey conducted July-September 1990. Data are reflective of survey respondents and are not necessarily representative of the industry. Data should not be considered industry standards.

SURVEY OF WAGE RATES FOR HOURLY EMPLOYEES, 1990

DIVISION: South Atlantic (Delaware, District of Columbia, Florida, Georgia, Maryland, North Carolina, South Carolina, Virginia, West Virginia)

Type of Hourly Employee	Median Hourly Wage (1)	Median Lowest Hourly Wage (2)	Median Highest Hourly Wage (3)	Number of Employees	Number of Responses
Cook	$6.70	$5.50	$7.65	4025	609
Assistant Cook	6.00	5.25	6.50	1000	296
Short Order Cook	6.00	5.08	7.00	936	196
Baker	6.75	6.00	7.00	294	131
Food/Salad Preparation Worker	5.50	5.00	6.00	2064	382
Crew Person (fast food)	4.50	4.00	5.43	4254	97
Crew Supervisor (fast food)	6.00	5.25	6.00	338	109
Cafeteria Server	5.41	5.00	6.04	753	73
Waiter/Waitress	2.15	2.09	2.60	13311	606
Host/Hostess	5.04	5.00	5.50	1586	411
Bartender	4.75	4.50	5.25	1428	353
Cashier	5.00	4.50	5.50	1708	266
Busperson	4.00	3.80	4.25	2599	388
Dishwasher	4.82	4.50	5.25	2961	544
Janitor/Porter	5.42	5.00	6.00	623	179
Driver (delivery)	6.50	5.50	6.50	263	42

(1) Median hourly wage is weighted based on average hourly wage reported by each respondent weighted by number of employees. It is possible for weighted medians to fall outside the unweighted low to high range. See explanatory notes.

(2) Lowest hourly wage is median reported by respondents, unweighted by number of employees.

(3) Highest hourly wage is median reported by respondents, unweighted by number of employees.

Note: For tipped employees, data represent cash wage, excluding tips.

Source: National Restaurant Association survey conducted July-September 1990. Data are reflective of survey respondents and are not necessarily representative of the industry. Data should not be considered industry standards.

SURVEY OF WAGE RATES FOR HOURLY EMPLOYEES, 1990

DIVISION: East South Central (Alabama, Kentucky, Mississippi, Tennessee)

Type of Hourly Employee	Median Hourly Wage (1)	Median Lowest Hourly Wage (2)	Median Highest Hourly Wage (3)	Number of Employees	Number of Responses
Cook	$5.50	$4.50	$6.50	1141	209
Assistant Cook	5.00	4.34	5.25	356	90
Short Order Cook	5.00	4.20	5.00	190	50
Baker	5.50	4.75	5.50	82	41
Food/Salad Preparation Worker	4.75	4.25	5.25	853	136
Crew Person (fast food)	4.00	3.80	4.43	582	40
Crew Supervisor (fast food)	4.95	4.55	5.00	1328	37
Cafeteria Server	4.13	3.80	4.50	161	25
Waiter/Waitress	2.18	2.09	2.60	3857	198
Host/Hostess	4.50	4.00	5.00	590	120
Bartender	4.50	4.00	5.00	517	115
Cashier	4.50	4.15	5.00	313	87
Busperson	3.81	3.80	4.00	873	145
Dishwasher	4.00	3.85	4.25	901	174
Janitor/Porter	4.50	4.00	4.85	219	76
Driver (delivery)	4.70	4.00	5.00	55	17

(1) Median hourly wage is weighted based on average hourly wage reported by each respondent weighted by number of employees. It is possible for weighted medians to fall outside the unweighted low to high range. See explanatory notes.

(2) Lowest hourly wage is median reported by respondents, unweighted by number of employees.

(3) Highest hourly wage is median reported by respondents, unweighted by number of employees.

Note: For tipped employees, data represent cash wage, excluding tips.

Source: National Restaurant Association survey conducted July-September 1990. Data are reflective of survey respondents and are not necessarily representative of the industry. Data should not be considered industry standards.

SURVEY OF WAGE RATES FOR HOURLY EMPLOYEES, 1990

DIVISION: West South Central (Arkansas, Louisiana, Oklahoma, Texas)

Type of Hourly Employee	Median Hourly Wage (1)	Median Lowest Hourly Wage (2)	Median Highest Hourly Wage (3)	Number of Employees	Number of Responses
Cook	$5.44	$4.50	$6.50	2485	313
Assistant Cook	4.75	4.50	5.25	504	137
Short Order Cook	4.78	4.37	5.43	322	81
Baker	5.78	5.30	6.18	209	76
Food/Salad Preparation Worker	4.75	4.25	5.25	728	167
Crew Person (fast food)	4.00	3.80	4.50	5925	115
Crew Supervisor (fast food)	5.50	5.00	6.00	545	71
Cafeteria Server	4.50	4.00	5.00	264	30
Waiter/Waitress	2.18	2.09	2.50	5755	306
Host/Hostess	4.15	4.00	5.00	934	181
Bartender	4.44	4.00	5.00	613	133
Cashier	4.50	4.25	5.00	529	142
Busperson	3.86	3.80	4.00	1365	210
Dishwasher	4.00	3.85	4.48	1185	245
Janitor/Porter	4.50	4.00	4.83	176	59
Driver (delivery)	4.38	4.00	4.63	210	22

(1) Median hourly wage is weighted based on average hourly wage reported by each respondent weighted by number of employees. It is possible for weighted medians to fall outside the unweighted low to high range. See explanatory notes.

(2) Lowest hourly wage is median reported by respondents, unweighted by number of employees.

(3) Highest hourly wage is median reported by respondents, unweighted by number of employees.

Note: For tipped employees, data represent cash wage, excluding tips.

Source: National Restaurant Association survey conducted July-September 1990. Data are reflective of survey respondents and are not necessarily representative of the industry. Data should not be considered industry standards.

SURVEY OF WAGE RATES FOR HOURLY EMPLOYEES, 1990

DIVISION: Mountain (Arizona, Colorado, Idaho, Montana, Nevada, New Mexico, Utah, Wyoming)

Type of Hourly Employee	Median Hourly Wage (1)	Median Lowest Hourly Wage (2)	Median Highest Hourly Wage (3)	Number of Employees	Number of Responses
Cook	$6.00	$5.00	$7.00	2605	377
Assistant Cook	5.50	5.00	6.00	578	150
Short Order Cook	5.50	4.50	6.50	1143	167
Baker	6.00	5.00	6.60	226	90
Food/Salad Preparation Worker	5.00	4.50	5.50	1548	213
Crew Person (fast food)	4.10	3.80	4.75	4992	73
Crew Supervisor (fast food)	5.75	4.65	6.50	574	84
Cafeteria Server	4.25	3.85	4.50	736	81
Waiter/Waitress	2.24	2.09	2.85	8011	423
Host/Hostess	4.58	4.00	5.00	1348	289
Bartender	4.77	4.50	5.38	1109	226
Cashier	4.50	4.00	5.00	959	176
Busperson	3.80	3.80	4.00	2834	358
Dishwasher	4.18	4.00	4.50	2321	423
Janitor/Porter	4.75	4.75	5.00	536	107
Driver (delivery)	4.58	4.05	5.00	168	44

(1) Median hourly wage is weighted based on average hourly wage reported by each respondent weighted by number of employees. It is possible for weighted medians to fall outside the unweighted low to high range. See explanatory notes.

(2) Lowest hourly wage is median reported by respondents, unweighted by number of employees.

(3) Highest hourly wage is median reported by respondents, unweighted by number of employees.

Note: For tipped employees, data represent cash wage, excluding tips.

Source: National Restaurant Association survey conducted July-September 1990. Data are reflective of survey respondents and are not necessarily representative of the industry. Data should not be considered industry standards.

SURVEY OF WAGE RATES FOR HOURLY EMPLOYEES, 1990

DIVISION: Pacific (Alaska, California, Hawaii, Oregon, Washington)

Type of Hourly Employee	Median Hourly Wage (1)	Median Lowest Hourly Wage (2)	Median Highest Hourly Wage (3)	Number of Employees	Number of Responses
Cook	$7.00	$6.00	$8.00	5670	1007
Assistant Cook	6.19	5.50	6.50	1517	464
Short Order Cook	6.50	5.50	7.50	1711	332
Baker	6.50	6.00	6.75	537	234
Food/Salad Preparation Worker	5.57	5.00	6.25	2035	505
Crew Person (fast food)	4.75	4.25	5.30	7162	158
Crew Supervisor (fast food)	5.80	5.40	6.25	669	144
Cafeteria Server	5.00	4.50	5.75	968	111
Waiter/Waitress	4.25	4.25	4.25	17893	1033
Host/Hostess	5.00	4.75	5.50	3729	698
Bartender	6.00	5.25	6.50	2527	574
Cashier	5.16	4.75	5.75	1591	332
Busperson	4.25	4.25	4.50	5133	743
Dishwasher	4.75	4.25	5.00	5639	1004
Janitor/Porter	5.50	5.00	5.75	976	338
Driver (delivery)	5.00	4.50	5.50	458	94

(1) Median hourly wage is weighted based on average hourly wage reported by each respondent weighted by number of employees. It is possible for weighted medians to fall outside the unweighted low to high range. See explanatory notes.

(2) Lowest hourly wage is median reported by respondents, unweighted by number of employees.

(3) Highest hourly wage is median reported by respondents, unweighted by number of employees.

Note: For tipped employees, data represent cash wage, excluding tips.

Source: National Restaurant Association survey conducted July-September 1990. Data are reflective of survey respondents and are not necessarily representative of the industry. Data should not be considered industry standards.

SURVEY OF WAGE RATES FOR HOURLY EMPLOYEES, 1990

STATE: Alabama - Fewer than 50 respondents. Data are unreliable. Refer to regional summary.

Type of Hourly Employee	Median Hourly Wage (1)	Median Lowest Hourly Wage (2)	Median Highest Hourly Wage (3)	Number of Employees	Number of Responses
Cook	$6.00	$5.13	$6.85	149	27
Assistant Cook	5.00	4.50	5.00	44	15
Short Order Cook	5.38	5.00	6.00	36	10
Baker					
Food/Salad Preparation Worker	5.00	4.75	5.25	60	15
Crew Person (fast food)					
Crew Supervisor (fast food)					
Cafeteria Server					
Waiter/Waitress	2.18	2.09	3.09	436	27
Host/Hostess	4.50	4.50	5.03	70	14
Bartender	4.20	3.93	4.50	54	13
Cashier	4.43	4.25	4.85	49	15
Busperson	3.80	3.80	3.80	99	16
Dishwasher	4.13	4.00	4.75	108	24
Janitor/Porter					
Driver (delivery)					

(1) Median hourly wage is weighted based on average hourly wage reported by each respondent weighted by number of employees. It is possible for weighted medians to fall outside the unweighted low to high range. See explanatory notes.

(2) Lowest hourly wage is median reported by respondents, unweighted by number of employees.

(3) Highest hourly wage is median reported by respondents, unweighted by number of employees.

Note: For tipped employees, data represent cash wage, excluding tips.

Source: National Restaurant Association survey conducted July-September 1990. Data are reflective of survey respondents and are not necessarily representative of the industry. Data should not be considered industry standards.

SURVEY OF WAGE RATES FOR HOURLY EMPLOYEES, 1990

STATE: Alaska

Type of Hourly Employee	Median Hourly Wage (1)	Median Lowest Hourly Wage (2)	Median Highest Hourly Wage (3)	Number of Employees	Number of Responses
Cook					
Assistant Cook					
Short Order Cook					
Baker					
Food/Salad Preparation Worker					
Crew Person (fast food)	Fewer than 50 respondents. Data are unreliable. Refer to regional summary.				
Crew Supervisor (fast food)					
Waiter/Waitress					
Host/Hostess					
Bartender					
Cashier					
Busperson					
Dishwasher					
Janitor/Porter					

(1) Median hourly wage is weighted based on average hourly wage reported by each respondent weighted by number of employees. It is possible for weighted medians to fall outside the unweighted low to high range. See explanatory notes.

(2) Lowest hourly wage is median reported by respondents, unweighted by number of employees.

(3) Highest hourly wage is median reported by respondents, unweighted by number of employees.

Note: For tipped employees, data represent cash wage, excluding tips.

Source: National Restaurant Association survey conducted July-September 1990. Data are reflective of survey respondents and are not necessarily representative of the industry. Data should not be considered industry standards.

SURVEY OF WAGE RATES FOR HOURLY EMPLOYEES, 1990

STATE: Arizona

Type of Hourly Employee	Median Hourly Wage (1)	Median Lowest Hourly Wage (2)	Median Highest Hourly Wage (3)	Number of Employees	Number of Responses
Cook	$6.00	$5.00	$7.50	657	103
Assistant Cook	5.53	5.00	6.00	127	44
Short Order Cook	5.47	4.50	6.25	297	58
Baker	6.50	5.18	7.05	44	22
Food/Salad Preparation Worker	5.00	4.50	5.50	346	64
Crew Person (fast food)	4.15	3.80	4.75	1472	27
Crew Supervisor (fast food)	5.75	4.50	6.50	115	26
Cafeteria Server	4.55	4.55	4.75	117	17
Waiter/Waitress	2.14	2.09	2.50	2272	126
Host/Hostess	4.75	4.10	5.25	340	85
Bartender	5.00	4.50	5.82	281	69
Cashier	4.80	4.25	5.25	214	47
Busperson	3.71	3.50	3.80	752	111
Dishwasher	4.15	4.00	4.50	603	122
Janitor/Porter	5.00	4.25	5.00	78	21
Driver (delivery)	4.50	4.18	5.00	41	14

(1) Median hourly wage is weighted based on average hourly wage reported by each respondent weighted by number of employees. It is possible for weighted medians to fall outside the unweighted low to high range. See explanatory notes.

(2) Lowest hourly wage is median reported by respondents, unweighted by number of employees.

(3) Highest hourly wage is median reported by respondents, unweighted by number of employees.

Note: For tipped employees, data represent cash wage, excluding tips.

Source: National Restaurant Association survey conducted July-September 1990. Data are reflective of survey respondents and are not necessarily representative of the industry. Data should not be considered industry standards.

SURVEY OF WAGE RATES FOR HOURLY EMPLOYEES, 1990

STATE: Arkansas

Type of Hourly Employee	Median Hourly Wage (1)	Median Lowest Hourly Wage (2)	Median Highest Hourly Wage (3)	Number of Employees	Number of Responses
Cook					
Assistant Cook					
Short Order Cook					
Food/Salad Preparation Worker					
Crew Supervisor (fast food)					
Waiter/Waitress					
Host/Hostess	Fewer than 50 respondents. Data are unreliable. Refer to regional summary.				
Bartender					
Cashier					
Busperson					
Dishwasher					
Janitor/Porter					
Driver (delivery)					

(1) Median hourly wage is weighted based on average hourly wage reported by each respondent weighted by number of employees. It is possible for weighted medians to fall outside the unweighted low to high range. See explanatory notes.

(2) Lowest hourly wage is median reported by respondents, unweighted by number of employees.

(3) Highest hourly wage is median reported by respondents, unweighted by number of employees.

Note: For tipped employees, data represent cash wage, excluding tips.

Source: National Restaurant Association survey conducted July-September 1990. Data are reflective of survey respondents and are not necessarily representative of the industry. Data should not be considered industry standards.

SURVEY OF WAGE RATES FOR HOURLY EMPLOYEES, 1990

STATE: California

Type of Hourly Employee	Median Hourly Wage (1)	Median Lowest Hourly Wage (2)	Median Highest Hourly Wage (3)	Number of Employees	Number of Responses
Cook	$7.78	$6.50	$8.98	3015	496
Assistant Cook	6.50	6.00	7.00	1007	278
Short Order Cook	6.77	5.75	8.00	1266	234
Baker	7.25	6.50	7.75	274	99
Food/Salad Preparation Worker	5.90	5.25	6.50	1185	295
Crew Person (fast food)	5.00	4.33	5.70	2651	63
Crew Supervisor (fast food)	6.00	5.80	7.00	317	55
Cafeteria Server	5.02	4.50	5.80	587	59
Waiter/Waitress	4.25	4.25	4.25	11140	569
Host/Hostess	5.20	5.00	6.00	2547	452
Bartender	6.00	5.25	6.79	1340	297
Cashier	5.25	5.00	6.00	997	189
Busperson	4.30	4.25	4.65	3535	465
Dishwasher	4.76	4.50	5.25	3518	574
Janitor/Porter	5.50	5.00	5.85	652	222
Driver (delivery)	5.00	5.00	6.00	199	49

(1) Median hourly wage is weighted based on average hourly wage reported by each respondent weighted by number of employees. It is possible for weighted medians to fall outside the unweighted low to high range. See explanatory notes.

(2) Lowest hourly wage is median reported by respondents, unweighted by number of employees.

(3) Highest hourly wage is median reported by respondents, unweighted by number of employees.

Note: For tipped employees, data represent cash wage, excluding tips.

Source: National Restaurant Association survey conducted July-September 1990. Data are reflective of survey respondents and are not necessarily representative of the industry. Data should not be considered industry standards.

SURVEY OF WAGE RATES FOR HOURLY EMPLOYEES, 1990

STATE: Colorado

Type of Hourly Employee	Median Hourly Wage (1)	Median Lowest Hourly Wage (2)	Median Highest Hourly Wage (3)	Number of Employees	Number of Responses
Cook	$6.02	$5.00	$7.50	629	100
Assistant Cook	5.66	4.50	6.50	96	36
Short Order Cook	5.71	4.60	6.75	398	61
Baker	5.92	5.00	6.60	64	26
Food/Salad Preparation Worker	5.38	4.75	6.00	174	48
Crew Person (fast food)	4.10	3.80	4.50	1774	11
Crew Supervisor (fast food)	5.75	5.00	6.00	184	21
Cafeteria Server	4.70	4.00	5.85	102	17
Waiter/Waitress	2.15	2.09	2.65	2343	143
Host/Hostess	4.63	4.15	5.00	430	97
Bartender	4.50	4.25	5.00	291	73
Cashier	4.80	4.25	5.00	181	42
Busperson	3.80	3.80	4.00	839	121
Dishwasher	4.25	4.00	4.75	614	139
Janitor/Porter	5.00			83	38
Driver (delivery)					

(1) Median hourly wage is weighted based on average hourly wage reported by each respondent weighted by number of employees. It is possible for weighted medians to fall outside the unweighted low to high range. See explanatory notes.

(2) Lowest hourly wage is median reported by respondents, unweighted by number of employees.

(3) Highest hourly wage is median reported by respondents, unweighted by number of employees.

Note: For tipped employees, data represent cash wage, excluding tips.

Source: National Restaurant Association survey conducted July-September 1990. Data are reflective of survey respondents and are not necessarily representative of the industry. Data should not be considered industry standards.

SURVEY OF WAGE RATES FOR HOURLY EMPLOYEES, 1990

STATE: Connecticut - Fewer than 50 respondents. Data are unreliable. Refer to regional summary.

Type of Hourly Employee	Median Hourly Wage (1)	Median Lowest Hourly Wage (2)	Median Highest Hourly Wage (3)	Number of Employees	Number of Responses
Cook	$9.00	$8.00	$10.50	99	29
Assistant Cook	8.00	7.00	9.75	64	19
Short Order Cook	6.98	6.50	9.00	96	15
Baker	7.90	7.00	8.00	20	10
Food/Salad Preparation Worker	7.05	6.00	7.63	97	20
Crew Person (fast food)					
Crew Supervisor (fast food)					
Cafeteria Server					
Waiter/Waitress	3.31	3.28	3.43	492	34
Host/Hostess	6.00	6.00	6.63	68	22
Bartender	6.00	6.00	6.50	92	24
Cashier	6.13	5.75	7.00	115	16
Busperson	4.47	4.25	4.75	95	17
Dishwasher	5.91	5.00	6.25	166	33
Janitor/Porter					
Driver (delivery)					

(1) Median hourly wage is weighted based on average hourly wage reported by each respondent weighted by number of employees. It is possible for weighted medians to fall outside the unweighted low to high range. See explanatory notes.

(2) Lowest hourly wage is median reported by respondents, unweighted by number of employees.

(3) Highest hourly wage is median reported by respondents, unweighted by number of employees.

Note: For tipped employees, data represent cash wage, excluding tips.

Source: National Restaurant Association survey conducted July-September 1990. Data are reflective of survey respondents and are not necessarily representative of the industry. Data should not be considered industry standards.

SURVEY OF WAGE RATES FOR HOURLY EMPLOYEES, 1990

STATE: Delaware - Fewer than 50 respondents. Data are unreliable. Refer to regional summary.

Type of Hourly Employee	Median Hourly Wage (1)	Median Lowest Hourly Wage (2)	Median Highest Hourly Wage (3)	Number of Employees	Number of Responses
Cook					
Assistant Cook					
Short Order Cook					
Baker					
Food/Salad Preparation Worker					
Crew Person (fast food)					
Crew Supervisor (fast food)					
Cafeteria Server					
Waiter/Waitress	2.28	2.23	5.00	618	11
Host/Hostess					
Bartender					
Cashier					
Busperson					
Dishwasher					
Janitor/Porter					
Driver (delivery)					

(1) Median hourly wage is weighted based on average hourly wage reported by each respondent weighted by number of employees. It is possible for weighted medians to fall outside the unweighted low to high range. See explanatory notes.

(2) Lowest hourly wage is median reported by respondents, unweighted by number of employees.

(3) Highest hourly wage is median reported by respondents, unweighted by number of employees.

Note: For tipped employees, data represent cash wage, excluding tips.

Source: National Restaurant Association survey conducted July-September 1990. Data are reflective of survey respondents and are not necessarily representative of the industry. Data should not be considered industry standards.

SURVEY OF WAGE RATES FOR HOURLY EMPLOYEES, 1990

STATE: District of Columbia - Fewer than 50 respondents. Data are unreliable. Refer to regional summary.

Type of Hourly Employee	Median Hourly Wage (1)	Median Lowest Hourly Wage (2)	Median Highest Hourly Wage (3)	Number of Employees	Number of Responses
Cook	$8.84	$8.20	$8.84	105	35
Assistant Cook	8.71	8.41	8.71	73	22
Short Order Cook	8.20	8.19	8.20	76	22
Baker					
Food/Salad Preparation Worker	7.50	6.70	7.75	144	27
Crew Person (fast food)					
Crew Supervisor (fast food)					
Cafeteria Server	7.95	7.27	8.15	234	14
Waiter/Waitress	4.90			333	24
Host/Hostess	8.43			50	18
Bartender	7.50	6.76	7.50	42	17
Cashier	8.12			266	25
Busperson	6.15	5.13	6.53	92	15
Dishwasher	6.28	5.67	7.20	213	28
Janitor/Porter	6.08	5.00	6.48	152	14
Driver (delivery)					

(1) Median hourly wage is weighted based on average hourly wage reported by each respondent weighted by number of employees. It is possible for weighted medians to fall outside the unweighted low to high range. See explanatory notes.

(2) Lowest hourly wage is median reported by respondents, unweighted by number of employees.

(3) Highest hourly wage is median reported by respondents, unweighted by number of employees.

Note: For tipped employees, data represent cash wage, excluding tips.

Source: National Restaurant Association survey conducted July-September 1990. Data are reflective of survey respondents and are not necessarily representative of the industry. Data should not be considered industry standards.

SURVEY OF WAGE RATES FOR HOURLY EMPLOYEES, 1990

STATE: Florida

Type of Hourly Employee	Median Hourly Wage (1)	Median Lowest Hourly Wage (2)	Median Highest Hourly Wage (3)	Number of Employees	Number of Responses
Cook	$7.00	$6.00	$8.00	587	85
Assistant Cook	6.05	5.50	7.00	110	32
Short Order Cook	6.20	5.25	7.25	307	48
Baker	6.63	6.50	6.63	38	26
Food/Salad Preparation Worker	5.50	5.00	6.35	355	57
Crew Person (fast food)					
Crew Supervisor (fast food)					
Cafeteria Server					
Waiter/Waitress	2.13	2.09	2.50	2543	117
Host/Hostess	5.02	4.75	5.50	359	89
Bartender	4.50	4.00	5.00	270	52
Cashier	4.75	4.50	5.03	145	35
Busperson	3.86	3.80	4.00	757	83
Dishwasher	4.91	4.50	5.25	486	104
Janitor/Porter	6.00	5.46	6.50	52	27
Driver (delivery)					

(1) Median hourly wage is weighted based on average hourly wage reported by each respondent weighted by number of employees. It is possible for weighted medians to fall outside the unweighted low to high range. See explanatory notes.

(2) Lowest hourly wage is median reported by respondents, unweighted by number of employees.

(3) Highest hourly wage is median reported by respondents, unweighted by number of employees.

Note: For tipped employees, data represent cash wage, excluding tips.

Source: National Restaurant Association survey conducted July-September 1990. Data are reflective of survey respondents and are not necessarily representative of the industry. Data should not be considered industry standards.

SURVEY OF WAGE RATES FOR HOURLY EMPLOYEES, 1990

STATE: Georgia

Type of Hourly Employee	Median Hourly Wage (1)	Median Lowest Hourly Wage (2)	Median Highest Hourly Wage (3)	Number of Employees	Number of Responses
Cook	$6.50	$5.50	$7.50	579	82
Assistant Cook	5.50	5.00	6.00	162	50
Short Order Cook	5.50	5.00	6.00	25	14
Baker	8.00	6.38	9.25	49	20
Food/Salad Preparation Worker	6.00	5.15	6.43	216	45
Crew Person (fast food)					
Crew Supervisor (fast food)					
Cafeteria Server	5.25	4.78	5.60	58	15
Waiter/Waitress	2.23	2.09	3.19	1694	80
Host/Hostess	5.10	5.00	5.85	206	54
Bartender	5.00	4.79	5.50	245	59
Cashier	5.07	5.00	5.50	148	32
Busperson	4.00	4.00	4.50	291	53
Dishwasher	4.75	4.50	5.13	405	68
Janitor/Porter	5.25	5.00	6.00	102	26
Driver (delivery)					

(1) Median hourly wage is weighted based on average hourly wage reported by each respondent weighted by number of employees. It is possible for weighted medians to fall outside the unweighted low to high range. See explanatory notes.

(2) Lowest hourly wage is median reported by respondents, unweighted by number of employees.

(3) Highest hourly wage is median reported by respondents, unweighted by number of employees.

Note: For tipped employees, data represent cash wage, excluding tips.

Source: National Restaurant Association survey conducted July-September 1990. Data are reflective of survey respondents and are not necessarily representative of the industry. Data should not be considered industry standards.

SURVEY OF WAGE RATES FOR HOURLY EMPLOYEES, 1990

STATE: Hawaii - Fewer than 50 respondents. Data are unreliable. Refer to regional summary.

Type of Hourly Employee	Median Hourly Wage (1)	Median Lowest Hourly Wage (2)	Median Highest Hourly Wage (3)	Number of Employees	Number of Responses
Cook	$8.88	$7.00	$9.50	296	40
Assistant Cook	7.50	6.25	8.00	368	24
Short Order Cook	6.45	6.13	7.00	58	13
Baker	8.00	6.50	8.00	40	11
Food/Salad Preparation Worker	6.67	6.00	7.00	163	29
Crew Person (fast food)					
Crew Supervisor (fast food)					
Cafeteria Server					
Waiter/Waitress	3.89	3.65	4.50	1389	39
Host/Hostess	6.01	5.25	6.75	305	32
Bartender	6.25	5.90	7.13	202	35
Cashier	6.84	6.00	7.15	247	17
Busperson	4.28	4.00	4.63	438	34
Dishwasher	6.00	5.25	6.50	367	37
Janitor/Porter	6.00	5.62	6.78	81	20
Driver (delivery)					

(1) Median hourly wage is weighted based on average hourly wage reported by each respondent weighted by number of employees. It is possible for weighted medians to fall outside the unweighted low to high range. See explanatory notes.

(2) Lowest hourly wage is median reported by respondents, unweighted by number of employees.

(3) Highest hourly wage is median reported by respondents, unweighted by number of employees.

Note: For tipped employees, data represent cash wage, excluding tips.

Source: National Restaurant Association survey conducted July-September 1990. Data are reflective of survey respondents and are not necessarily representative of the industry. Data should not be considered industry standards.

SURVEY OF WAGE RATES FOR HOURLY EMPLOYEES, 1990

STATE: Idaho - Fewer than 50 respondents. Data are unreliable. Refer to regional summary.

Type of Hourly Employee	Median Hourly Wage (1)	Median Lowest Hourly Wage (2)	Median Highest Hourly Wage (3)	Number of Employees	Number of Responses
Cook	$5.19	$4.45	$6.50	191	30
Assistant Cook	4.75	4.50	5.00	21	9
Short Order Cook					
Baker					
Food/Salad Preparation Worker	4.26	3.90	4.75	135	18
Crew Person (fast food)					
Crew Supervisor (fast food)					
Cafeteria Server					
Waiter/Waitress	3.23	3.00	3.50	238	22
Host/Hostess	4.25	4.00	4.80	44	11
Bartender	5.00	4.75	6.00	63	16
Cashier	4.21	3.80	4.75	58	13
Busperson	3.85	3.80	4.13	87	15
Dishwasher	3.95	3.80	4.05	104	25
Janitor/Porter					
Driver (delivery)					

(1) Median hourly wage is weighted based on average hourly wage reported by each respondent weighted by number of employees. It is possible for weighted medians to fall outside the unweighted low to high range. See explanatory notes.

(2) Lowest hourly wage is median reported by respondents, unweighted by number of employees.

(3) Highest hourly wage is median reported by respondents, unweighted by number of employees.

Note: For tipped employees, data represent cash wage, excluding tips.

Source: National Restaurant Association survey conducted July-September 1990. Data are reflective of survey respondents and are not necessarily representative of the industry. Data should not be considered industry standards.

SURVEY OF WAGE RATES FOR HOURLY EMPLOYEES, 1990

STATE: Illinois

Type of Hourly Employee	Median Hourly Wage (1)	Median Lowest Hourly Wage (2)	Median Highest Hourly Wage (3)	Number of Employees	Number of Responses
Cook	$7.00	$6.00	$8.13	869	161
Assistant Cook	6.00	5.00	6.50	277	84
Short Order Cook	6.00	5.00	7.30	709	94
Baker	6.94	5.75	7.60	106	40
Food/Salad Preparation Worker	5.00	4.50	5.50	336	101
Crew Person (fast food)	4.50	3.85	5.00	1520	38
Crew Supervisor (fast food)	5.78			252	35
Cafeteria Server	5.60	5.47	6.50	334	11
Waiter/Waitress	2.28	2.28	2.50	4402	205
Host/Hostess	5.00	4.50	6.00	813	152
Bartender	5.50	5.00	6.00	539	117
Cashier	5.00	4.21	5.34	325	55
Busperson	3.80	3.80	4.00	927	152
Dishwasher	4.50	4.05	5.00	1031	185
Janitor/Porter	5.73	5.50	6.00	311	97
Driver (delivery)	5.00	3.83	4.00	86	26

(1) Median hourly wage is weighted based on average hourly wage reported by each respondent weighted by number of employees. It is possible for weighted medians to fall outside the unweighted low to high range. See explanatory notes.

(2) Lowest hourly wage is median reported by respondents, unweighted by number of employees.

(3) Highest hourly wage is median reported by respondents, unweighted by number of employees.

Note: For tipped employees, data represent cash wage', excluding tips.

Source: National Restaurant Association survey conducted July-September 1990. Data are reflective of survey respondents and are not necessarily representative of the industry. Data should not be considered industry standards.

SURVEY OF WAGE RATES FOR HOURLY EMPLOYEES, 1990

STATE: Indiana

Type of Hourly Employee	Median Hourly Wage (1)	Median Lowest Hourly Wage (2)	Median Highest Hourly Wage (3)	Number of Employees	Number of Responses
Cook	$5.56	$5.00	$6.47	589	100
Assistant Cook	5.05	4.50	5.50	248	52
Short Order Cook	4.90	4.50	5.63	175	33
Baker	5.50	4.75	6.48	83	18
Food/Salad Preparation Worker	4.80	4.25	5.25	232	55
Crew Person (fast food)	4.12	3.80	4.75	858	15
Crew Supervisor (fast food)	5.15	4.90	5.40	140	37
Cafeteria Server					
Waiter/Waitress	2.48	2.10	3.00	1598	103
Host/Hostess	5.00	4.50	6.00	241	51
Bartender	5.00	4.50	5.50	196	44
Cashier	4.75	4.50	5.25	132	34
Busperson	4.00	3.80	4.25	363	58
Dishwasher	4.25	4.00	4.50	355	80
Janitor/Porter	4.91	4.50	5.45	79	38
Driver (delivery)	4.23	4.00	4.50	123	22

(1) Median hourly wage is weighted based on average hourly wage reported by each respondent weighted by number of employees. It is possible for weighted medians to fall outside the unweighted low to high range. See explanatory notes.

(2) Lowest hourly wage is median reported by respondents, unweighted by number of employees.

(3) Highest hourly wage is median reported by respondents, unweighted by number of employees.

Note: For tipped employees, data represent cash wage, excluding tips.

Source: National Restaurant Association survey conducted July-September 1990. Data are reflective of survey respondents and are not necessarily representative of the industry. Data should not be considered industry standards.

SURVEY OF WAGE RATES FOR HOURLY EMPLOYEES, 1990

STATE: Iowa

Type of Hourly Employee	Median Hourly Wage (1)	Median Lowest Hourly Wage (2)	Median Highest Hourly Wage (3)	Number of Employees	Number of Responses
Cook	$5.19	$4.25	$6.00	425	111
Assistant Cook	4.75	4.35	5.00	161	61
Short Order Cook	5.00	4.50	6.00	256	44
Baker	6.00	5.25	6.50	56	23
Food/Salad Preparation Worker	4.70	4.25	5.00	168	57
Crew Person (fast food)	4.07	3.85	4.70	504	20
Crew Supervisor (fast food)	5.00	4.35	5.83	100	18
Cafeteria Server	4.75	4.30	6.47	95	10
Waiter/Waitress	2.65	2.35	3.25	1746	127
Host/Hostess	4.50	4.00	5.00	365	80
Bartender	4.50	4.10	5.13	312	75
Cashier	4.50	4.35	5.00	356	35
Busperson	3.88	3.85	4.00	432	75
Dishwasher	4.00	3.85	4.40	452	107
Janitor/Porter	5.00	4.80	5.50	90	47
Driver (delivery)					

(1) Median hourly wage is weighted based on average hourly wage reported by each respondent weighted by number of employees. It is possible for weighted medians to fall outside the unweighted low to high range. See explanatory notes.

(2) Lowest hourly wage is median reported by respondents, unweighted by number of employees.

(3) Highest hourly wage is median reported by respondents, unweighted by number of employees.

Note: For tipped employees, data represent cash wage, excluding tips.

Source: National Restaurant Association survey conducted July-September 1990. Data are reflective of survey respondents and are not necessarily representative of the industry. Data should not be considered industry standards.

SURVEY OF WAGE RATES FOR HOURLY EMPLOYEES, 1990

STATE: Kansas

Type of Hourly Employee	Median Hourly Wage (1)	Median Lowest Hourly Wage (2)	Median Highest Hourly Wage (3)	Number of Employees	Number of Responses
Cook	$5.00	$4.75	$6.00	465	103
Assistant Cook	4.60	4.20	5.00	118	41
Short Order Cook	4.00	3.85	4.50	147	32
Baker	5.25	5.00	6.25	55	28
Food/Salad Preparation Worker	4.75	4.00	4.88	131	39
Crew Person (fast food)	4.00	3.65	4.25	385	26
Crew Supervisor (fast food)	5.25	5.00	5.63	53	18
Cafeteria Server					
Waiter/Waitress	2.50	2.25	3.00	1120	88
Host/Hostess	4.50	4.00	5.00	184	48
Bartender	5.00	4.38	5.38	103	28
Cashier	4.50	4.00	5.00	113	37
Busperson	3.96	3.80	4.00	207	40
Dishwasher	4.00	3.80	4.25	351	81
Janitor/Porter	5.00	4.20	5.00	76	21
Driver (delivery)					

(1) Median hourly wage is weighted based on average hourly wage reported by each respondent weighted by number of employees. It is possible for weighted medians to fall outside the unweighted low to high range. See explanatory notes.

(2) Lowest hourly wage is median reported by respondents, unweighted by number of employees.

(3) Highest hourly wage is median reported by respondents, unweighted by number of employees.

Note: For tipped employees, data represent cash wage, excluding tips.

Source: National Restaurant Association survey conducted July-September 1990. Data are reflective of survey respondents and are not necessarily representative of the industry. Data should not be considered industry standards.

SURVEY OF WAGE RATES FOR HOURLY EMPLOYEES, 1990

STATE: Kentucky

Type of Hourly Employee	Median Hourly Wage (1)	Median Lowest Hourly Wage (2)	Median Highest Hourly Wage (3)	Number of Employees	Number of Responses
Cook	$5.47	$4.50	$6.25	444	88
Assistant Cook	4.99	4.25	5.50	212	43
Short Order Cook	4.25	4.00	4.88	88	23
Baker	5.00	4.60	5.38	35	20
Food/Salad Preparation Worker	4.80	4.25	5.45	280	72
Crew Person (fast food)	4.00	3.80	4.50	291	22
Crew Supervisor (fast food)	4.60	4.50	5.00	1239	16
Cafeteria Server	4.00	3.80	4.50	102	13
Waiter/Waitress	2.17	2.09	2.50	1685	81
Host/Hostess	4.69	4.25	5.00	285	58
Bartender	4.50	4.00	5.00	299	59
Cashier	4.49	4.10	5.00	152	38
Busperson	3.85	3.80	4.00	465	67
Dishwasher	4.00	3.85	4.20	442	80
Janitor/Porter	4.50	4.00	5.00	133	42
Driver (delivery)					

(1) Median hourly wage is weighted based on average hourly wage reported by each respondent weighted by number of employees. It is possible for weighted medians to fall outside the unweighted low to high range. See explanatory notes.

(2) Lowest hourly wage is median reported by respondents, unweighted by number of employees.

(3) Highest hourly wage is median reported by respondents, unweighted by number of employees.

Note: For tipped employees, data represent cash wage, excluding tips.

Source: National Restaurant Association survey conducted July-September 1990. Data are reflective of survey respondents and are not necessarily representative of the industry. Data should not be considered industry standards.

SURVEY OF WAGE RATES FOR HOURLY EMPLOYEES, 1990

STATE: Louisiana - Fewer than 50 respondents. Data are unreliable. Refer to regional summary.

Type of Hourly Employee	Median Hourly Wage (1)	Median Lowest Hourly Wage (2)	Median Highest Hourly Wage (3)	Number of Employees	Number of Responses
Cook	$6.77	$5.35	$8.50	198	19
Assistant Cook					
Short Order Cook					
Baker					
Food/Salad Preparation Worker					
Crew Person (fast food)					
Crew Supervisor (fast food)					
Cafeteria Server					
Waiter/Waitress	2.12	2.09	2.14	573	20
Host/Hostess	4.50	4.25	5.00	118	15
Bartender	4.54	4.05	5.00	82	11
Cashier	4.90	4.38	5.50	46	10
Busperson	3.88	3.80	4.20	179	18
Dishwasher	4.46	4.25	4.50	90	15
Janitor/Porter					
Driver (delivery)					

(1) Median hourly wage is weighted based on average hourly wage reported by each respondent weighted by number of employees. It is possible for weighted medians to fall outside the unweighted low to high range. See explanatory notes.

(2) Lowest hourly wage is median reported by respondents, unweighted by number of employees.

(3) Highest hourly wage is median reported by respondents, unweighted by number of employees.

Note: For tipped employees, data represent cash wage, excluding tips.

Source: National Restaurant Association survey conducted July-September 1990. Data are reflective of survey respondents and are not necessarily representative of the industry. Data should not be considered industry standards.

SURVEY OF WAGE RATES FOR HOURLY EMPLOYEES, 1990

STATE: Maine - Fewer than 50 respondents. Data are unreliable. Refer to regional summary.

Type of Hourly Employee	Median Hourly Wage (1)	Median Lowest Hourly Wage (2)	Median Highest Hourly Wage (3)	Number of Employees	Number of Responses
Cook	$8.00	$7.00	$9.00	112	32
Assistant Cook	6.00	5.65	6.50	62	20
Short Order Cook	5.75	5.25	6.50	57	11
Baker	6.83	6.00	7.25	23	13
Food/Salad Preparation Worker	5.25	5.00	6.00	274	22
Crew Person (fast food)					
Crew Supervisor (fast food)					
Cafeteria Server					
Waiter/Waitress	2.09	2.09	2.31	566	33
Host/Hostess	5.50	5.25	6.00	93	26
Bartender	5.50	5.00	6.48	70	24
Cashier	6.00	5.13	6.50	43	12
Busperson	4.00	4.00	4.50	68	17
Dishwasher	4.88	4.50	5.00	123	31
Janitor/Porter					
Driver (delivery)					

(1) Median hourly wage is weighted based on average hourly wage reported by each respondent weighted by number of employees. It is possible for weighted medians to fall outside the unweighted low to high range. See explanatory notes.

(2) Lowest hourly wage is median reported by respondents, unweighted by number of employees.

(3) Highest hourly wage is median reported by respondents, unweighted by number of employees.

Note: For tipped employees, data represent cash wage, excluding tips.

Source: National Restaurant Association survey conducted July-September 1990. Data are reflective of survey respondents and are not necessarily representative of the industry. Data should not be considered industry standards.

SURVEY OF WAGE RATES FOR HOURLY EMPLOYEES, 1990

STATE: Maryland

Type of Hourly Employee	Median Hourly Wage (1)	Median Lowest Hourly Wage (2)	Median Highest Hourly Wage (3)	Number of Employees	Number of Responses
Cook	$7.50	$6.00	$8.28	440	97
Assistant Cook	6.63	6.00	7.00	153	50
Short Order Cook	6.00	5.55	7.25	130	31
Baker	5.80	4.93	5.93	46	16
Food/Salad Preparation Worker	5.60	5.00	6.00	239	68
Crew Person (fast food)	4.85	4.00	5.75	790	29
Crew Supervisor (fast food)	6.25	6.15	6.53	53	22
Cafeteria Server	5.91	5.09	6.90	57	10
Waiter/Waitress	2.12	2.09	2.81	1472	80
Host/Hostess	5.50	5.00	5.85	227	58
Bartender	5.35	4.88	5.75	223	60
Cashier	5.25	5.00	5.75	230	40
Busperson	3.80	3.80	3.85	452	59
Dishwasher	4.94	4.50	5.50	492	85
Janitor/Porter	5.00	5.00	6.08	67	38
Driver (delivery)					

(1) Median hourly wage is weighted based on average hourly wage reported by each respondent weighted by number of employees. It is possible for weighted medians to fall outside the unweighted low to high range. See explanatory notes.

(2) Lowest hourly wage is median reported by respondents, unweighted by number of employees.

(3) Highest hourly wage is median reported by respondents, unweighted by number of employees.

Note: For tipped employees, data represent cash wage, excluding tips.

Source: National Restaurant Association survey conducted July-September 1990. Data are reflective of survey respondents and are not necessarily representative of the industry. Data should not be considered industry standards.

SURVEY OF WAGE RATES FOR HOURLY EMPLOYEES, 1990

STATE: Massachusetts

Type of Hourly Employee	Median Hourly Wage (1)	Median Lowest Hourly Wage (2)	Median Highest Hourly Wage (3)	Number of Employees	Number of Responses
Cook	$9.00	$7.50	$10.00	1065	194
Assistant Cook	8.00	7.25	9.00	340	109
Short Order Cook	7.50	6.50	8.00	350	76
Baker	8.50	7.50	9.50	92	46
Food/Salad Preparation Worker	6.50	6.00	7.00	554	123
Crew Person (fast food)	5.75	4.50	6.50	707	25
Crew Supervisor (fast food)	8.00	6.38	8.50	102	24
Cafeteria Server	6.55	6.18	8.90	441	16
Waiter/Waitress	2.36	2.30	3.00	4062	190
Host/Hostess	6.25	6.00	7.00	553	143
Bartender	5.00	4.50	5.50	891	154
Cashier	6.50	5.75	7.00	275	50
Busperson	4.00	3.80	4.00	674	132
Dishwasher	6.00	5.25	6.50	1075	176
Janitor/Porter	6.75	6.00	7.00	224	70
Driver (delivery)	8.20	6.50	9.25	42	17

(1) Median hourly wage is weighted based on average hourly wage reported by each respondent weighted by number of employees. It is possible for weighted medians to fall outside the unweighted low to high range. See explanatory notes.

(2) Lowest hourly wage is median reported by respondents, unweighted by number of employees.

(3) Highest hourly wage is median reported by respondents, unweighted by number of employees.

Note: For tipped employees, data represent cash wage, excluding tips.

Source: National Restaurant Association survey conducted July-September 1990. Data are reflective of survey respondents and are not necessarily representative of the industry. Data should not be considered industry standards.

SURVEY OF WAGE RATES FOR HOURLY EMPLOYEES, 1990

STATE: Michigan

Type of Hourly Employee	Median Hourly Wage (1)	Median Lowest Hourly Wage (2)	Median Highest Hourly Wage (3)	Number of Employees	Number of Responses
Cook	$6.88	$5.50	$8.35	2500	76
Assistant Cook	5.50	5.00	6.50	111	38
Short Order Cook	5.74	4.75	6.78	157	26
Baker	6.25	5.50	7.00	58	22
Food/Salad Preparation Worker	5.00	4.50	5.98	2257	53
Crew Person (fast food)	3.90	3.80	4.25	1729	15
Crew Supervisor (fast food)	6.58			62	15
Cafeteria Server					
Waiter/Waitress	2.61	2.52	3.00	1864	83
Host/Hostess	5.00	4.50	6.00	364	69
Bartender	5.10	4.50	6.00	239	54
Cashier	5.25	5.00	6.00	126	26
Busperson	3.75	3.43	3.90	438	59
Dishwasher	4.53	4.00	5.00	418	75
Janitor/Porter	5.65	5.00	6.00	369	33
Driver (delivery)					

(1) Median hourly wage is weighted based on average hourly wage reported by each respondent weighted by number of employees. It is possible for weighted medians to fall outside the unweighted low to high range. See explanatory notes.

(2) Lowest hourly wage is median reported by respondents, unweighted by number of employees.

(3) Highest hourly wage is median reported by respondents, unweighted by number of employees.

Note: For tipped employees, data represent cash wage, excluding tips.

Source: National Restaurant Association survey conducted July-September 1990. Data are reflective of survey respondents and are not necessarily representative of the industry. Data should not be considered industry standards.

SURVEY OF WAGE RATES FOR HOURLY EMPLOYEES, 1990

STATE: Minnesota

Type of Hourly Employee	Median Hourly Wage (1)	Median Lowest Hourly Wage (2)	Median Highest Hourly Wage (3)	Number of Employees	Number of Responses
Cook	$6.85	$5.50	$8.00	1498	176
Assistant Cook	6.00	5.25	6.50	309	91
Short Order Cook	6.00	5.00	7.00	600	87
Baker	6.50	6.00	8.00	95	42
Food/Salad Preparation Worker	5.50	5.00	6.00	360	87
Crew Person (fast food)	4.50	4.25	5.30	746	19
Crew Supervisor (fast food)	6.50	6.25	6.60	134	19
Cafeteria Server	5.58	5.29	5.76	249	10
Waiter/Waitress	3.95	3.95	3.95	5536	212
Host/Hostess	5.22	4.78	6.00	1114	144
Bartender	6.00	5.00	6.75	599	95
Cashier	5.50	5.00	6.00	229	41
Busperson	4.25	4.00	4.50	622	104
Dishwasher	4.85	4.25	5.25	1404	180
Janitor/Porter	6.17	5.51	6.50	235	79
Driver (delivery)	5.20	4.63	6.00	46	14

(1) Median hourly wage is weighted based on average hourly wage reported by each respondent weighted by number of employees. It is possible for weighted medians to fall outside the unweighted low to high range. See explanatory notes.

(2) Lowest hourly wage is median reported by respondents, unweighted by number of employees.

(3) Highest hourly wage is median reported by respondents, unweighted by number of employees.

Note: For tipped employees, data represent cash wage, excluding tips.

Source: National Restaurant Association survey conducted July-September 1990. Data are reflective of survey respondents and are not necessarily representative of the industry. Data should not be considered industry standards.

SURVEY OF WAGE RATES FOR HOURLY EMPLOYEES, 1990

STATE: Mississippi - Fewer than 50 respondents. Data are unreliable. Refer to regional summary.

Type of Hourly Employee	Median Hourly Wage (1)	Median Lowest Hourly Wage (2)	Median Highest Hourly Wage (3)	Number of Employees	Number of Responses
Cook	$5.13	$4.50	$6.50	214	38
Assistant Cook	4.61			31	15
Short Order Cook	4.50	4.00	5.00	46	13
Baker					
Food/Salad Preparation Worker	4.41	4.00	5.25	46	19
Crew Person (fast food)					
Crew Supervisor (fast food)					
Cafeteria Server					
Waiter/Waitress	2.14	2.09	2.50	496	39
Host/Hostess	4.29	3.83	4.88	98	23
Bartender	4.75	4.25	5.00	61	20
Cashier					
Busperson	3.80	3.80	3.85	128	28
Dishwasher	3.89	3.80	4.13	89	28
Janitor/Porter	4.38	4.08	4.50	28	12
Driver (delivery)					

(1) Median hourly wage is weighted based on average hourly wage reported by each respondent weighted by number of employees. It is possible for weighted medians to fall outside the unweighted low to high range. See explanatory notes.

(2) Lowest hourly wage is median reported by respondents, unweighted by number of employees.

(3) Highest hourly wage is median reported by respondents, unweighted by number of employees.

Note: For tipped employees, data represent cash wage, excluding tips.

Source: National Restaurant Association survey conducted July-September 1990. Data are reflective of survey respondents and are not necessarily representative of the industry. Data should not be considered industry standards.

SURVEY OF WAGE RATES FOR HOURLY EMPLOYEES, 1990

STATE: Missouri

Type of Hourly Employee	Median Hourly Wage (1)	Median Lowest Hourly Wage (2)	Median Highest Hourly Wage (3)	Number of Employees	Number of Responses
Cook	$5.75	$4.75	$6.50	839	149
Assistant Cook	5.00	4.50	5.50	256	70
Short Order Cook	5.05	4.49	5.82	159	36
Baker	5.50	5.20	6.00	81	38
Food/Salad Preparation Worker	4.75	4.25	5.25	251	87
Crew Person (fast food)	4.00	3.80	4.25	460	32
Crew Supervisor (fast food)	5.25	4.73	6.00	75	26
Cafeteria Server	4.63	4.16	5.18	250	25
Waiter/Waitress	2.25	2.10	2.65	1839	130
Host/Hostess	4.50	4.25	5.00	299	82
Bartender	5.00	4.40	5.50	324	82
Cashier	4.50	4.25	5.00	198	54
Busperson	3.85	3.80	4.00	528	89
Dishwasher	4.00	3.85	4.50	567	115
Janitor/Porter	4.72	4.25	5.26	103	42
Driver (delivery)	4.75	4.21	5.00	25	11

(1) Median hourly wage is weighted based on average hourly wage reported by each respondent weighted by number of employees. It is possible for weighted medians to fall outside the unweighted low to high range. See explanatory notes.

(2) Lowest hourly wage is median reported by respondents, unweighted by number of employees.

(3) Highest hourly wage is median reported by respondents, unweighted by number of employees.

Note: For tipped employees, data represent cash wage, excluding tips.

Source: National Restaurant Association survey conducted July-September 1990. Data are reflective of survey respondents and are not necessarily representative of the industry. Data should not be considered industry standards.

SURVEY OF WAGE RATES FOR HOURLY EMPLOYEES, 1990

STATE: Montana - Fewer than 50 respondents. Data are unreliable. Refer to regional summary.

Type of Hourly Employee	Median Hourly Wage (1)	Median Lowest Hourly Wage (2)	Median Highest Hourly Wage (3)	Number of Employees	Number of Responses
Cook	$5.32	$4.45	$ .30	122	15
Assistant Cook					
Short Order Cook					
Baker					
Food/Salad Preparation Worker					
Crew Person (fast food)					
Crew Supervisor (fast food)					
Cafeteria Server					
Waiter/Waitress	3.95	3.60	4.22	376	10
Host/Hostess					
Bartender					
Cashier					
Busperson					
Dishwasher	4.18	3.90	4.53	117	11
Janitor/Porter					
Driver (delivery)					

(1) Median hourly wage is weighted based on average hourly wage reported by each respondent weighted by number of employees. It is possible for weighted medians to fall outside the unweighted low to high range. See explanatory notes.

(2) Lowest hourly wage is median reported by respondents, unweighted by number of employees.

(3) Highest hourly wage is median reported by respondents, unweighted by number of employees.

Note: For tipped employees, data represent cash wage, excluding tips.

Source: National Restaurant Association survey conducted July-September 1990. Data are reflective of survey respondents and are not necessarily representative of the industry. Data should not be considered industry standards.

SURVEY OF WAGE RATES FOR HOURLY EMPLOYEES, 1990

STATE: Nebraska

Type of Hourly Employee	Median Hourly Wage (1)	Median Lowest Hourly Wage (2)	Median Highest Hourly Wage (3)	Number of Employees	Number of Responses
Cook	$5.25	$4.50	$6.25	298	62
Assistant Cook	4.75	4.25	5.00	83	27
Short Order Cook	5.00	4.25	5.50	181	33
Baker	5.75	5.00	6.50	64	17
Food/Salad Preparation Worker	4.50	4.25	5.00	112	38
Crew Person (fast food)	4.00	3.80	4.75	77	10
Crew Supervisor (fast food)					
Cafeteria Server					
Waiter/Waitress	2.50	2.25	3.08	1128	71
Host/Hostess	4.73	4.00	5.25	222	44
Bartender	5.00	4.50	5.50	143	37
Cashier	4.25	4.00	4.50	48	17
Busperson	3.91	3.80	4.00	347	47
Dishwasher	4.00	3.80	4.25	294	66
Janitor/Porter	4.50	4.50	5.00	44	21
Driver (delivery)					

(1) Median hourly wage is weighted based on average hourly wage reported by each respondent weighted by number of employees. It is possible for weighted medians to fall outside the unweighted low to high range. See explanatory notes.

(2) Lowest hourly wage is median reported by respondents, unweighted by number of employees.

(3) Highest hourly wage is median reported by respondents, unweighted by number of employees.

Note: For tipped employees, data represent cash wage, excluding tips.

Source: National Restaurant Association survey conducted July-September 1990. Data are reflective of survey respondents and are not necessarily representative of the industry. Data should not be considered industry standards.

SURVEY OF WAGE RATES FOR HOURLY EMPLOYEES, 1990

STATE: Nevada - Fewer than 50 respondents. Data are unreliable. Refer to regional summary.

Type of Hourly Employee	Median Hourly Wage (1)	Median Lowest Hourly Wage (2)	Median Highest Hourly Wage (3)	Number of Employees	Number of Responses
Cook	$7.00	$6.00	$8.00	390	23
Assistant Cook	6.35	6.13	8.00	129	10
Short Order Cook					
Baker					
Food/Salad Preparation Worker	5.90	5.00	6.50	165	14
Crew Person (fast food)					
Crew Supervisor (fast food)					
Cafeteria Server					
Waiter/Waitress	3.82	3.80	4.05	869	23
Host/Hostess	5.00	4.63	5.00	157	18
Bartender	5.78	5.00	6.50	192	12
Cashier	5.69	4.63	7.00	145	13
Busperson	4.50	4.00	5.00	424	18
Dishwasher	5.00	4.50	6.00	325	20
Janitor/Porter					
Driver (delivery)					

(1) Median hourly wage is weighted based on average hourly wage reported by each respondent weighted by number of employees. It is possible for weighted medians to fall outside the unweighted low to high range. See explanatory notes.

(2) Lowest hourly wage is median reported by respondents, unweighted by number of employees.

(3) Highest hourly wage is median reported by respondents, unweighted by number of employees.

Note: For tipped employees, data represent cash wage, excluding tips.

Source: National Restaurant Association survey conducted July-September 1990. Data are reflective of survey respondents and are not necessarily representative of the industry. Data should not be considered industry standards.

SURVEY OF WAGE RATES FOR HOURLY EMPLOYEES, 1990

STATE: New Hampshire - Fewer than 50 respondents. Data are unreliable. Refer to regional summary.

Type of Hourly Employee	Median Hourly Wage (1)	Median Lowest Hourly Wage (2)	Median Highest Hourly Wage (3)	Number of Employees	Number of Responses
Cook	$8.50	$7.50	$10.00	158	42
Assistant Cook	7.00	6.00	7.75	86	30
Short Order Cook	6.50	6.00	7.75	48	12
Baker	7.75	7.25	8.80	23	13
Food/Salad Preparation Worker	6.75	5.50	7.25	80	23
Crew Person (fast food)					
Crew Supervisor (fast food)					
Cafeteria Server					
Waiter/Waitress	2.25	2.10	3.50	783	41
Host/Hostess	6.00	5.00	6.75	130	31
Bartender	5.00	4.50	5.75	123	26
Cashier	6.25	5.00	7.50	64	15
Busperson	4.10	4.00	4.25	173	26
Dishwasher	5.46	5.00	6.00	193	39
Janitor/Porter	6.70	6.60	6.85	19	13
Driver (delivery)					

(1) Median hourly wage is weighted based on average hourly wage reported by each respondent weighted by number of employees. It is possible for weighted medians to fall outside the unweighted low to high range. See explanatory notes.

(2) Lowest hourly wage is median reported by respondents, unweighted by number of employees.

(3) Highest hourly wage is median reported by respondents, unweighted by number of employees.

Note: For tipped employees, data represent cash wage, excluding tips.

Source: National Restaurant Association survey conducted July-September 1990. Data are reflective of survey respondents and are not necessarily representative of the industry. Data should not be considered industry standards.

SURVEY OF WAGE RATES FOR HOURLY EMPLOYEES, 1990

STATE: New Jersey

Type of Hourly Employee	Median Hourly Wage (1)	Median Lowest Hourly Wage (2)	Median Highest Hourly Wage (3)	Number of Employees	Number of Responses
Cook	$9.00	$7.00	$10.18	395	77
Assistant Cook	8.00	7.00	8.50	176	57
Short Order Cook	7.17	6.00	7.88	176	37
Baker					
Food/Salad Preparation Worker	6.05	5.50	7.00	289	57
Crew Person (fast food)					
Crew Supervisor (fast food)					
Cafeteria Server					
Waiter/Waitress	2.11	2.09	3.10	2382	88
Host/Hostess	6.00	5.50	6.50	282	64
Bartender	5.00	5.00	6.00	345	64
Cashier	5.88			191	26
Busperson	4.00	3.80	4.00	360	63
Dishwasher	5.50	5.00	6.00	406	75
Janitor/Porter	6.00	5.00	6.75	244	22
Driver (delivery)					

(1) Median hourly wage is weighted based on average hourly wage reported by each respondent weighted by number of employees. It is possible for weighted medians to fall outside the unweighted low to high range. See explanatory notes.

(2) Lowest hourly wage is median reported by respondents, unweighted by number of employees.

(3) Highest hourly wage is median reported by respondents, unweighted by number of employees.

Note: For tipped employees, data represent cash wage, excluding tips.

Source: National Restaurant Association survey conducted July-September 1990. Data are reflective of survey respondents and are not necessarily representative of the industry. Data should not be considered industry standards.

SURVEY OF WAGE RATES FOR HOURLY EMPLOYEES, 1990

STATE: New Mexico - Fewer than 50 respondents. Data are unreliable. Refer to regional summary.

Type of Hourly Employee	Median Hourly Wage (1)	Median Lowest Hourly Wage (2)	Median Highest Hourly Wage (3)	Number of Employees	Number of Responses
Cook	$5.50	$4.75	$6.50	162	33
Assistant Cook	5.12	4.50	5.25	50	19
Short Order Cook					
Baker	6.00	5.43	6.25	22	10
Food/Salad Preparation Worker	5.00	4.25	5.75	77	15
Crew Person (fast food)					
Crew Supervisor (fast food)					
Cafeteria Server					
Waiter/Waitress	2.25	2.09	3.00	464	31
Host/Hostess	3.95			68	25
Bartender	4.75	4.25	5.25	70	19
Cashier	4.50	4.00	5.00	27	11
Busperson	3.80	3.80	3.83	179	30
Dishwasher	4.03	3.83	4.50	130	30
Janitor/Porter	4.44	4.00	4.70	31	17
Driver (delivery)					

(1) Median hourly wage is weighted based on average hourly wage reported by each respondent weighted by number of employees. It is possible for weighted medians to fall outside the unweighted low to high range. See explanatory notes.

(2) Lowest hourly wage is median reported by respondents, unweighted by number of employees.

(3) Highest hourly wage is median reported by respondents, unweighted by number of employees.

Note: For tipped employees, data represent cash wage, excluding tips.

Source: National Restaurant Association survey conducted July-September 1990. Data are reflective of survey respondents and are not necessarily representative of the industry. Data should not be considered industry standards.

SURVEY OF WAGE RATES FOR HOURLY EMPLOYEES, 1990

STATE: New York

Type of Hourly Employee	Median Hourly Wage (1)	Median Lowest Hourly Wage (2)	Median Highest Hourly Wage (3)	Number of Employees	Number of Responses
Cook	$8.15	$7.00	$9.50	508	108
Assistant Cook	6.40	6.00	7.00	216	74
Short Order Cook	6.16	5.75	6.95	102	29
Baker	8.00	6.75	8.00	61	28
Food/Salad Preparation Worker	5.50	5.00	6.00	320	79
Crew Person (fast food)					
Crew Supervisor (fast food)					
Cafeteria Server					
Waiter/Waitress	2.80	2.60	3.43	1864	103
Host/Hostess	5.65	5.00	6.00	232	67
Bartender	5.00	4.50	5.75	289	75
Cashier	6.00	5.25	6.00	159	26
Busperson	3.40			380	72
Dishwasher	4.65	4.20	5.25	552	99
Janitor/Porter	5.50	5.00	5.75	123	54
Driver (delivery)					

(1) Median hourly wage is weighted based on average hourly wage reported by each respondent weighted by number of employees. It is possible for weighted medians to fall outside the unweighted low to high range. See explanatory notes.

(2) Lowest hourly wage is median reported by respondents, unweighted by number of employees.

(3) Highest hourly wage is median reported by respondents, unweighted by number of employees.

Note: For tipped employees, data represent cash wage, excluding tips.

Source: National Restaurant Association survey conducted July-September 1990. Data are reflective of survey respondents and are not necessarily representative of the industry. Data should not be considered industry standards.

SURVEY OF WAGE RATES FOR HOURLY EMPLOYEES, 1990

STATE: North Carolina

Type of Hourly Employee	Median Hourly Wage (1)	Median Lowest Hourly Wage (2)	Median Highest Hourly Wage (3)	Number of Employees	Number of Responses
Cook	$6.00	$5.00	$7.13	1356	155
Assistant Cook	5.50	5.00	6.00	222	77
Short Order Cook	5.25	4.93	6.50	175	33
Baker	6.00	5.50	6.50	69	32
Food/Salad Preparation Worker	5.10	5.00	5.75	626	86
Crew Person (fast food)	4.25	4.00	5.00	495	22
Crew Supervisor (fast food)	5.38			107	44
Cafeteria Server	4.54			148	14
Waiter/Waitress	2.15	2.09	2.50	3988	158
Host/Hostess	5.00	4.50	5.25	408	99
Bartender	4.75	4.45	5.00	315	79
Cashier	4.58	4.25	5.00	606	81
Busperson	4.10	4.00	4.50	515	90
Dishwasher	4.75	4.25	5.25	677	130
Janitor/Porter	5.00	5.00	5.44	87	29
Driver (delivery)					

(1) Median hourly wage is weighted based on average hourly wage reported by each respondent weighted by number of employees. It is possible for weighted medians to fall outside the unweighted low to high range. See explanatory notes.

(2) Lowest hourly wage is median reported by respondents, unweighted by number of employees.

(3) Highest hourly wage is median reported by respondents, unweighted by number of employees.

Note: For tipped employees, data represent cash wage, excluding tips.

Source: National Restaurant Association survey conducted July-September 1990. Data are reflective of survey respondents and are not necessarily representative of the industry. Data should not be considered industry standards.

SURVEY OF WAGE RATES FOR HOURLY EMPLOYEES, 1990

STATE: North Dakota

Type of Hourly Employee	Median Hourly Wage (1)	Median Lowest Hourly Wage (2)	Median Highest Hourly Wage (3)	Number of Employees	Number of Responses
Cook					
Assistant Cook					
Short Order Cook					
Baker					
Food/Salad Preparation Worker					
Waiter/Waitress					
Host/Hostess	Fewer than 50 respondents. Data are unreliable. Refer to regional summary.				
Bartender					
Cashier					
Busperson					
Dishwasher					
Janitor/Porter					

(1) Median hourly wage is weighted based on average hourly wage reported by each respondent weighted by number of employees. It is possible for weighted medians to fall outside the unweighted low to high range. See explanatory notes.

(2) Lowest hourly wage is median reported by respondents, unweighted by number of employees.

(3) Highest hourly wage is median reported by respondents, unweighted by number of employees.

Note: For tipped employees, data represent cash wage, excluding tips.

Source: National Restaurant Association survey conducted July-September 1990. Data are reflective of survey respondents and are not necessarily representative of the industry. Data should not be considered industry standards.

SURVEY OF WAGE RATES FOR HOURLY EMPLOYEES, 1990

STATE: Ohio

Type of Hourly Employee	Median Hourly Wage (1)	Median Lowest Hourly Wage (2)	Median Highest Hourly Wage (3)	Number of Employees	Number of Responses
Cook	$5.95	$5.00	$6.78	[illegible]	242
Assistant Cook	5.00	4.50	5.70	412	123
Short Order Cook	4.75	4.00	5.50	642	100
Baker	6.00	5.13	6.75	120	56
Food/Salad Preparation Worker	4.89	4.25	5.50	844	173
Crew Person (fast food)	3.99	3.80	4.43	2893	62
Crew Supervisor (fast food)	5.03	4.75	5.25	326	49
Cafeteria Server	4.44	3.80	4.61	75	10
Waiter/Waitress	2.20	2.09	2.50	6516	263
Host/Hostess	4.75	4.25	5.25	2159	175
Bartender	4.98	4.50	5.48	496	128
Cashier	4.67	4.00	5.00	310	83
Busperson	3.80	3.80	4.00	1622	170
Dishwasher	4.25	4.00	4.70	1160	235
Janitor/Porter	5.00	5.00	5.25	176	101
Driver (delivery)	4.75	4.25	4.95	244	20

(1) Median hourly wage is weighted based on average hourly wage reported by each respondent weighted by number of employees. It is possible for weighted medians to fall outside the unweighted low to high range. See explanatory notes.

(2) Lowest hourly wage is median reported by respondents, unweighted by number of employees.

(3) Highest hourly wage is median reported by respondents, unweighted by number of employees.

Note: For tipped employees, data represent cash wage, excluding tips.

Source: National Restaurant Association survey conducted July-September 1990. Data are reflective of survey respondents and are not necessarily representative of the industry. Data should not be considered industry standards.

SURVEY OF WAGE RATES FOR HOURLY EMPLOYEES, 1990

STATE: Oklahoma

Type of Hourly Employee	Median Hourly Wage (1)	Median Lowest Hourly Wage (2)	Median Highest Hourly Wage (3)	Number of Employees	Number of Responses
Cook	$5.10	$4.50	$6.00	1168	138
Assistant Cook	4.50	4.00	5.00	209	71
Short Order Cook	4.53	4.18	5.25	154	43
Baker	5.25	5.00	6.00	57	29
Food/Salad Preparation Worker	4.48	4.00	5.00	283	77
Crew Person (fast food)	3.95	3.80	4.45	3292	58
Crew Supervisor (fast food)	5.50	5.00	6.00	356	48
Cafeteria Server	4.32	3.85	4.75	116	16
Waiter/Waitress	2.25	2.10	2.55	2291	136
Host/Hostess	4.00	4.00	4.50	274	70
Bartender	4.75	4.08	5.00	170	47
Cashier	4.25	4.00	4.88	241	63
Busperson	3.90	3.80	4.00	411	68
Dishwasher	4.00	3.80	4.25	525	113
Janitor/Porter	4.25	4.25	4.38	68	23
Driver (delivery)					

(1) Median hourly wage is weighted based on average hourly wage reported by each respondent weighted by number of employees. It is possible for weighted medians to fall outside the unweighted low to high range. See explanatory notes.

(2) Lowest hourly wage is median reported by respondents, unweighted by number of employees.

(3) Highest hourly wage is median reported by respondents, unweighted by number of employees.

Note: For tipped employees, data represent cash wage, excluding tips.

Source: National Restaurant Association survey conducted July-September 1990. Data are reflective of survey respondents and are not necessarily representative of the industry. Data should not be considered industry standards.

SURVEY OF WAGE RATES FOR HOURLY EMPLOYEES, 1990

STATE: Oregon

Type of Hourly Employee	Median Hourly Wage (1)	Median Lowest Hourly Wage (2)	Median Highest Hourly Wage (3)	Number of Employees	Number of Responses
Cook	$6.33	$5.50	$7.00	1222	254
Assistant Cook	5.50	5.00	5.75	249	95
Short Order Cook	5.40	5.00	5.75	176	43
Baker	6.00	5.75	6.05	116	66
Food/Salad Preparation Worker	5.00	4.75	5.67	459	106
Crew Person (fast food)	4.50	4.25	5.00	3153	45
Crew Supervisor (fast food)	5.50	5.00	6.00	130	46
Cafeteria Server	4.65	4.50	5.25	123	22
Waiter/Waitress	4.25	4.25	4.40	3458	234
Host/Hostess	4.76	4.25	5.00	573	118
Bartender	5.50	5.00	5.95	538	132
Cashier	4.63	4.50	5.13	220	56
Busperson	4.25	4.25	4.25	663	121
Dishwasher	4.50	4.25	5.00	890	202
Janitor/Porter	5.00	5.00	5.00	118	60
Driver (delivery)	4.61	4.25	5.00	183	25

(1) Median hourly wage is weighted based on average hourly wage reported by each respondent weighted by number of employees. It is possible for weighted medians to fall outside the unweighted low to high range. See explanatory notes.

(2) Lowest hourly wage is median reported by respondents, unweighted by number of employees.

(3) Highest hourly wage is median reported by respondents, unweighted by number of employees.

Note: For tipped employees, data represent cash wage, excluding tips.

Source: National Restaurant Association survey conducted July-September 1990. Data are reflective of survey respondents and are not necessarily representative of the industry. Data should not be considered industry standards.

SURVEY OF WAGE RATES FOR HOURLY EMPLOYEES, 1990

STATE: Pennsylvania

Type of Hourly Employee	Median Hourly Wage (1)	Median Lowest Hourly Wage (2)	Median Highest Hourly Wage (3)	Number of Employees	Number of Responses
Cook	$6.57	$5.50	$7.50	2010	293
Assistant Cook	5.64	5.00	6.25	445	156
Short Order Cook	5.50	5.00	6.25	865	119
Baker	6.00	6.00	6.50	260	80
Food/Salad Preparation Worker	5.00	4.50	5.50	901	178
Crew Person (fast food)	4.50	3.90	5.48	690	32
Crew Supervisor (fast food)	5.85	4.63	7.50	92	19
Cafeteria Server					
Waiter/Waitress	2.17	2.09	2.50	8025	297
Host/Hostess	5.00	4.50	5.50	1720	198
Bartender	5.00	4.50	5.50	703	176
Cashier	5.00	4.50	5.25	462	80
Busperson	3.80	3.80	3.90	1538	201
Dishwasher	4.30	4.00	4.75	1828	274
Janitor/Porter	5.00	4.75	5.38	385	125
Driver (delivery)	5.00	4.50	6.00	57	12

(1) Median hourly wage is weighted based on average hourly wage reported by each respondent weighted by number of employees. It is possible for weighted medians to fall outside the unweighted low to high range. See explanatory notes.

(2) Lowest hourly wage is median reported by respondents, unweighted by number of employees.

(3) Highest hourly wage is median reported by respondents, unweighted by number of employees.

Note: For tipped employees, data represent cash wage, excluding tips.

Source: National Restaurant Association survey conducted July-September 1990. Data are reflective of survey respondents and are not necessarily representative of the industry. Data should not be considered industry standards.

SURVEY OF WAGE RATES FOR HOURLY EMPLOYEES, 1990

STATE: Rhode Island

Type of Hourly Employee	Median Hourly Wage (1)	Median Lowest Hourly Wage (2)	Median Highest Hourly Wage (3)	Number of Employees	Number of Responses
Cook					
Assistant Cook					
Short Order Cook					
Food/Salad Preparation Worker					
Crew Person (fast food)					
Crew Supervisor (fast food)					
Waiter/Waitress					
Host/Hostess	Fewer than 50 respondents. Data are unreliable. Refer to regional summary.				
Bartender					
Cashier					
Busperson					
Dishwasher					
Janitor/Porter					
Driver (delivery)					

(1) Median hourly wage is weighted based on average hourly wage reported by each respondent weighted by number of employees. It is possible for weighted medians to fall outside the unweighted low to high range. See explanatory notes.

(2) Lowest hourly wage is median reported by respondents, unweighted by number of employees.

(3) Highest hourly wage is median reported by respondents, unweighted by number of employees.

Note: For tipped employees, data represent cash wage, excluding tips.

Source: National Restaurant Association survey conducted July-September 1990. Data are reflective of survey respondents and are not necessarily representative of the industry. Data should not be considered industry standards.

SURVEY OF WAGE RATES FOR HOURLY EMPLOYEES, 1990

STATE: South Carolina

Type of Hourly Employee	Median Hourly Wage (1)	Median Lowest Hourly Wage (2)	Median Highest Hourly Wage (3)	Number of Employees	Number of Responses
Cook	$6.16	$5.00	$7.00	322	55
Assistant Cook	5.25	4.83	6.25	82	25
Short Order Cook	4.88	4.38	5.25	23	11
Baker					
Food/Salad Preparation Worker	5.00	4.25	5.75	155	38
Crew Person (fast food)					
Crew Supervisor (fast food)					
Cafeteria Server					
Waiter/Waitress	2.10	2.09	2.31	897	56
Host/Hostess	5.00	4.63	5.00	142	39
Bartender	4.54	4.00	5.10	126	35
Cashier	4.91	4.38	5.55	65	19
Busperson	3.95	3.80	4.00	183	35
Dishwasher	4.25	4.00	4.75	204	49
Janitor/Porter	5.50	4.55	6.00	37	16
Driver (delivery)					

(1) Median hourly wage is weighted based on average hourly wage reported by each respondent weighted by number of employees. It is possible for weighted medians to fall outside the unweighted low to high range. See explanatory notes.

(2) Lowest hourly wage is median reported by respondents, unweighted by number of employees.

(3) Highest hourly wage is median reported by respondents, unweighted by number of employees.

Note: For tipped employees, data represent cash wage, excluding tips.

Source: National Restaurant Association survey conducted July-September 1990. Data are reflective of survey respondents and are not necessarily representative of the industry. Data should not be considered industry standards.

SURVEY OF WAGE RATES FOR HOURLY EMPLOYEES, 1990

STATE: South Dakota

Type of Hourly Employee	Median Hourly Wage (1)	Median Lowest Hourly Wage (2)	Median Highest Hourly Wage (3)	Number of Employees	Number of Responses
Cook					
Assistant Cook					
Short Order Cook					
Baker					
Food/Salad Preparation Worker					
Waiter/Waitress					
Host/Hostess	Fewer than 50 respondents. Data are unreliable. Refer to regional summary.				
Bartender					
Cashier					
Busperson					
Dishwasher					
Janitor/Porter					
Driver (delivery)					

(1) Median hourly wage is weighted based on average hourly wage reported by each respondent weighted by number of employees. It is possible for weighted medians to fall outside the unweighted low to high range. See explanatory notes.

(2) Lowest hourly wage is median reported by respondents, unweighted by number of employees.

(3) Highest hourly wage is median reported by respondents, unweighted by number of employees.

Note: For tipped employees, data represent cash wage, excluding tips.

Source: National Restaurant Association survey conducted July-September 1990. Data are reflective of survey respondents and are not necessarily representative of the industry. Data should not be considered industry standards.

SURVEY OF WAGE RATES FOR HOURLY EMPLOYEES, 1990

STATE: Tennessee

Type of Hourly Employee	Median Hourly Wage (1)	Median Lowest Hourly Wage (2)	Median Highest Hourly Wage (3)	Number of Employees	Number of Responses
Cook	$5.39	$4.50	$6.00	334	56
Assistant Cook	5.00	4.25	5.88	69	17
Short Order Cook					
Baker	5.38	5.00	5.53	27	10
Food/Salad Preparation Worker	4.75	4.15	5.15	467	30
Crew Person (fast food)					
Crew Supervisor (fast food)	5.71			50	15
Cafeteria Server					
Waiter/Waitress	2.20	2.09	2.85	1240	51
Host/Hostess	4.35	4.00	5.00	137	25
Bartender	4.50	4.00	5.00	103	23
Cashier	4.54	4.25	5.00	87	25
Busperson	3.95	3.80	4.00	181	34
Dishwasher	4.00	4.00	4.50	252	42
Janitor/Porter	4.25			36	14
Driver (delivery)					

(1) Median hourly wage is weighted based on average hourly wage reported by each respondent weighted by number of employees. It is possible for weighted medians to fall outside the unweighted low to high range. See explanatory notes.

(2) Lowest hourly wage is median reported by respondents, unweighted by number of employees.

(3) Highest hourly wage is median reported by respondents, unweighted by number of employees.

Note: For tipped employees, data represent cash wage, excluding tips.

Source: National Restaurant Association survey conducted July-September 1990. Data are reflective of survey respondents and are not necessarily representative of the industry. Data should not be considered industry standards.

SURVEY OF WAGE RATES FOR HOURLY EMPLOYEES, 1990

STATE: Texas

Type of Hourly Employee	Median Hourly Wage (1)	Median Lowest Hourly Wage (2)	Median Highest Hourly Wage (3)	Number of Employees	Number of Responses
Cook	$5.62	$4.75	$6.75	1056	147
Assistant Cook	5.10	4.75	5.83	233	55
Short Order Cook	5.00	4.50	5.63	131	32
Baker	6.00	5.38	6.50	135	41
Food/Salad Preparation Worker	5.00	4.34	5.50	355	77
Crew Person (fast food)	4.04	3.80	5.50	2408	56
Crew Supervisor (fast food)	5.05	4.58	5.14	142	21
Cafeteria Server	4.98	4.02	5.50	148	14
Waiter/Waitress	2.16	2.09	2.50	2745	141
Host/Hostess	4.20	4.00	5.00	509	90
Bartender	4.25	4.00	4.75	351	73
Cashier	4.40	4.25	5.00	235	66
Busperson	3.85	3.80	4.00	748	119
Dishwasher	4.14	4.00	4.50	543	110
Janitor/Porter	4.67	4.00	4.95	90	30
Driver (delivery)	4.75			50	13

(1) Median hourly wage is weighted based on average hourly wage reported by each respondent weighted by number of employees. It is possible for weighted medians to fall outside the unweighted low to high range. See explanatory notes.

(2) Lowest hourly wage is median reported by respondents, unweighted by number of employees.

(3) Highest hourly wage is median reported by respondents, unweighted by number of employees.

Note: For tipped employees, data represent cash wage, excluding tips.

Source: National Restaurant Association survey conducted July-September 1990. Data are reflective of survey respondents and are not necessarily representative of the industry. Data should not be considered industry standards.

SURVEY OF WAGE RATES FOR HOURLY EMPLOYEES, 1990

STATE: Utah

Type of Hourly Employee	Median Hourly Wage (1)	Median Lowest Hourly Wage (2)	Median Highest Hourly Wage (3)	Number of Employees	Number of Responses
Cook	$5.39	$4.18	$6.50	289	37
Assistant Cook	5.25	5.00	5.90	44	13
Short Order Cook	5.66	4.25	6.85	125	15
Baker					
Food/Salad Preparation Worker	4.15	3.80	4.68	226	28
Crew Person (fast food)					
Crew Supervisor (fast food)	5.65	4.50	6.50	174	13
Cafeteria Server	3.80	3.80	3.80	275	19
Waiter/Waitress	2.29	2.10	3.50	851	35
Host/Hostess	4.70	4.00	5.30	93	23
Bartender					
Cashier	4.06	3.80	4.50	223	27
Busperson	3.85	3.80	4.00	175	24
Dishwasher	4.08	3.80	4.50	274	40
Janitor/Porter					
Driver (delivery)					

(1) Median hourly wage is weighted based on average hourly wage reported by each respondent weighted by number of employees. It is possible for weighted medians to fall outside the unweighted low to high range. See explanatory notes.

(2) Lowest hourly wage is median reported by respondents, unweighted by number of employees.

(3) Highest hourly wage is median reported by respondents, unweighted by number of employees.

Note: For tipped employees, data represent cash wage, excluding tips.

Source: National Restaurant Association survey conducted July-September 1990. Data are reflective of survey respondents and are not necessarily representative of the industry. Data should not be considered industry standards.

SURVEY OF WAGE RATES FOR HOURLY EMPLOYEES, 1990

STATE: Vermont

Type of Hourly Employee	Median Hourly Wage (1)	Median Lowest Hourly Wage (2)	Median Highest Hourly Wage (3)	Number of Employees	Number of Responses
Cook	$8.25	$7.00	$10.00	174	54
Assistant Cook	6.50	5.75	7.05	87	35
Short Order Cook	6.75	6.50	7.00	34	11
Baker	7.13	6.00	7.50	22	15
Food/Salad Preparation Worker	5.75	5.00	6.50	102	34
Crew Person (fast food)					
Crew Supervisor (fast food)					
Cafeteria Server					
Waiter/Waitress	2.50	2.31	3.00	582	58
Host/Hostess	6.00	5.13	6.63	96	39
Bartender	5.00	5.00	6.00	145	41
Cashier					
Busperson	4.00	3.85	4.00	93	27
Dishwasher	5.50	5.00	6.00	161	52
Janitor/Porter	6.00	5.50	6.50	32	16
Driver (delivery)					

(1) Median hourly wage is weighted based on average hourly wage reported by each respondent weighted by number of employees. It is possible for weighted medians to fall outside the unweighted low to high range. See explanatory notes.

(2) Lowest hourly wage is median reported by respondents, unweighted by number of employees.

(3) Highest hourly wage is median reported by respondents, unweighted by number of employees.

Note: For tipped employees, data represent cash wage, excluding tips.

Source: National Restaurant Association survey conducted July-September 1990. Data are reflective of survey respondents and are not necessarily representative of the industry. Data should not be considered industry standards.

SURVEY OF WAGE RATES FOR HOURLY EMPLOYEES, 1990

STATE: Virginia

Type of Hourly Employee	Median Hourly Wage (1)	Median Lowest Hourly Wage (2)	Median Highest Hourly Wage (3)	Number of Employees	Number of Responses
Cook	$6.83	$5.50	$7.53	556	88
Assistant Cook	6.36	5.50	6.63	177	36
Short Order Cook	5.54	5.13	6.31	195	34
Baker	7.00			38	20
Food/Salad Preparation Worker	5.50	5.00	6.00	304	55
Crew Person (fast food)	4.86	4.23	5.00	286	17
Crew Supervisor (fast food)	6.38	6.00	6.58	31	13
Cafeteria Server	5.59			194	12
Waiter/Waitress	2.26	2.11	3.20	1719	76
Host/Hostess	5.18	5.00	5.95	179	50
Bartender	4.51	4.13	5.20	195	48
Cashier	5.14	4.75	6.00	234	32
Busperson	4.00	3.93	5.00	283	49
Dishwasher	5.00	4.50	5.50	450	74
Janitor/Porter	5.05	4.68	5.91	124	27
Driver (delivery)					

(1) Median hourly wage is weighted based on average hourly wage reported by each respondent weighted by number of employees. It is possible for weighted medians to fall outside the unweighted low to high range. See explanatory notes.

(2) Lowest hourly wage is median reported by respondents, unweighted by number of employees.

(3) Highest hourly wage is median reported by respondents, unweighted by number of employees.

Note: For tipped employees, data represent cash wage, excluding tips.

Source: National Restaurant Association survey conducted July-September 1990. Data are reflective of survey respondents and are not necessarily representative of the industry. Data should not be considered industry standards.

SURVEY OF WAGE RATES FOR HOURLY EMPLOYEES, 1990.

STATE: Washington

Type of Hourly Employee	Median Hourly Wage (1)	Median Lowest Hourly Wage (2)	Median Highest Hourly Wage (3)	Number of Employees	Number of Responses
Cook	$6.62	$5.75	$7.50	1433	257
Assistant Cook	5.80	5.25	6.00	261	91
Short Order Cook	5.87	5.50	6.50	269	55
Baker	6.00	5.45	6.50	147	69
Food/Salad Preparation Worker	5.63	5.25	6.13	391	104
Crew Person (fast food)	4.58	4.25	5.50	1358	50
Crew Supervisor (fast food)	5.75	5.45	6.50	222	43
Cafeteria Server	5.17	4.65	6.00	258	30
Waiter/Waitress	4.25	4.25	4.48	3295	230
Host/Hostess	5.03	5.00	5.84	609	128
Bartender	6.00	5.50	6.78	649	145
Cashier	5.32	4.85	5.97	374	87
Busperson	4.25	4.25	4.50	935	157
Dishwasher	4.65	4.32	5.00	1231	228
Janitor/Porter	5.92	5.44	6.00	206	56
Driver (delivery)	5.09	5.00	6.25	76	20

(1) Median hourly wage is weighted based on average hourly wage reported by each respondent weighted by number of employees. It is possible for weighted medians to fall outside the unweighted low to high range. See explanatory notes.

(2) Lowest hourly wage is median reported by respondents, unweighted by number of employees.

(3) Highest hourly wage is median reported by respondents, unweighted by number of employees.

Note: For tipped employees, data represent cash wage, excluding tips.

Source: National Restaurant Association survey conducted July-September 1990. Data are reflective of survey respondents and are not necessarily representative of the industry. Data should not be considered industry standards.

SURVEY OF WAGE RATES FOR HOURLY EMPLOYEES, 1990

STATE: West Virginia

Type of Hourly Employee	Median Hourly Wage (1)	Median Lowest Hourly Wage (2)	Median Highest Hourly Wage (3)	Number of Employees	Number of Responses
Cook					
Assistant Cook					
Short Order Cook					
Baker					
Food/Salad Preparation Worker					
Crew Person (fast food)					
Crew Supervisor (fast food)					
Cafeteria Server					
Waiter/Waitress					
Host/Hostess	Fewer than 50 respondents. Data are unreliable. Refer to regional summary.				
Bartender					
Cashier					
Busperson					
Dishwasher					
Janitor/Porter					

(1) Median hourly wage is weighted based on average hourly wage reported by each respondent weighted by number of employees. It is possible for weighted medians to fall outside the unweighted low to high range. See explanatory notes.

(2) Lowest hourly wage is median reported by respondents, unweighted by number of employees.

(3) Highest hourly wage is median reported by respondents, unweighted by number of employees.

Note: For tipped employees, data represent cash wage, excluding tips.

Source: National Restaurant Association survey conducted July-September 1990. Data are reflective of survey respondents and are not necessarily representative of the industry. Data should not be considered industry standards.

SURVEY OF WAGE RATES FOR HOURLY EMPLOYEES, 1990

STATE: Wisconsin

Type of Hourly Employee	Median Hourly Wage (1)	Median Lowest Hourly Wage (2)	Median Highest Hourly Wage (3)	Number of Employees	Number of Responses
Cook	$6.50	$5.50	$7.00	471	143
Assistant Cook	5.50	5.00	6.00	247	93
Short Order Cook	4.90	4.40	5.75	328	66
Baker	6.00	5.03	6.88	63	35
Food/Salad Preparation Worker	4.78	4.25	5.00	306	86
Crew Person (fast food)	4.30	3.85	4.80	789	16
Crew Supervisor (fast food)	5.23	4.50	5.88	151	16
Cafeteria Server					
Waiter/Waitress	2.44	2.20	2.75	2232	168
Host/Hostess	5.00	4.50	5.25	390	107
Bartender	5.10	4.75	6.00	492	108
Cashier	4.50	4.21	5.00	134	32
Busperson	3.85	3.80	4.00	496	110
Dishwasher	4.00	3.85	4.50	603	139
Janitor/Porter	5.00	5.00	5.50	185	83
Driver (delivery)					

(1) Median hourly wage is weighted based on average hourly wage reported by each respondent weighted by number of employees. It is possible for weighted medians to fall outside the unweighted low to high range. See explanatory notes.

(2) Lowest hourly wage is median reported by respondents, unweighted by number of employees.

(3) Highest hourly wage is median reported by respondents, unweighted by number of employees.

Note: For tipped employees, data represent cash wage, excluding tips.

Source: National Restaurant Association survey conducted July-September 1990. Data are reflective of survey respondents and are not necessarily representative of the industry. Data should not be considered industry standards.

SURVEY OF WAGE RATES FOR HOURLY EMPLOYEES, 1990

STATE: Wyoming - Fewer than 50 respondents. Data are unreliable. Refer to regional summary.

Type of Hourly Employee	Median Hourly Wage (1)	Median Lowest Hourly Wage (2)	Median Highest Hourly Wage (3)	Number of Employees	Number of Responses
Cook	$6.00	$5.00	$6.75	165	36
Assistant Cook	6.13	5.25	6.63	107	17
Short Order Cook					
Baker	6.00	5.00	6.50	32	14
Food/Salad Preparation Worker	5.10	5.00	5.75	374	19
Crew Person (fast food)					
Crew Supervisor (fast food)					
Cafeteria Server					
Waiter/Waitress	2.50	2.38	3.23	598	33
Host/Hostess	4.25	4.00	5.00	140	24
Bartender	4.55	4.25	5.00	151	24
Cashier	4.58	4.00	4.93	101	20
Busperson	3.81	3.80	3.85	277	30
Dishwasher	4.00	3.80	4.35	154	30
Janitor/Porter	4.27			37	12
Driver (delivery)					

(1) Median hourly wage is weighted based on average hourly wage reported by each respondent weighted by number of employees. It is possible for weighted medians to fall outside the unweighted low to high range. See explanatory notes.

(2) Lowest hourly wage is median reported by respondents, unweighted by number of employees.

(3) Highest hourly wage is median reported by respondents, unweighted by number of employees.

Note: For tipped employees, data represent cash wage, excluding tips.

Source: National Restaurant Association survey conducted July-September 1990. Data are reflective of survey respondents and are not necessarily representative of the industry. Data should not be considered industry standards.

APPENDIX

- Substate/City Areas -

Results from the National Restaurant Association 1990 Survey of Wage Rates for Hourly Employees are also available for 17 substate/city areas. These substate/city areas have been created by using the zip code of respondents and examining the frequency distribution to look for clusters of contiguous zip codes. A zip code map was then compared to the clusters, and the substate/city area was labeled. A minimum of 30 respondents was required for each substate/city are.

The seventeen substate/city areas defined using this methodology are contained in this appendix and include:

* Boston, MA
* Chicago, IL; Gary, IN
* Denver, CO
* Ft. Lauderdale, Miami, Keys, FL
* Green Bay, Oshkosh, Appleton, WI
* Kansas City, MO/KS
* Los Angeles, CA
* Madison, WI
* Milwaukee, Kenosha, Sheboygan, WI
* Minneapolis/St. Paul, MN
* Oklahoma City, OK
* Orlando, SpaceCoast, FL
* Philadelphia, PA
* Portland, OR/WA
* St. Louis, MO
* San Francisco, Oakland, San Jose, CA
* Washington, D.C. and metropolitan VA, MD

SURVEY OF WAGE RATES FOR HOURLY EMPLOYEES, 1990

CITY: Boston, Massachusetts

Type of Hourly Employee	Median Hourly Wage (1)	Median Lowest Hourly Wage (2)	Median Highest Hourly Wage (3)	Number of Employees	Number of Responses
Cook	$9.65	$8.00	$10.10	377	77
Assistant Cook	8.23	7.66	9.00	132	45
Short Order Cook	8.00	7.00	8.50	153	34
Baker	8.90	8.45	9.20	34	17
Food/Salad Preparation Worker	7.00	6.45	7.50	289	54
Crew Person (fast food)	7.13	5.93	8.58	116	10
Crew Supervisor (fast food)	9.55	8.80	10.50	34	10
Cafeteria Server	6.56	6.40	8.90	299	10
Waiter/Waitress	2.34			1446	69
Host/Hostess	6.92	6.00	7.50	221	56
Bartender	4.75	4.50	5.50	416	64
Cashier	7.00	6.84	7.95	160	21
Busperson	4.36	4.00	4.75	236	48
Dishwasher	6.25	6.00	6.90	363	67
Janitor/Porter	7.00	6.50	7.27	99	30
Driver (delivery)					

(1) Median hourly wage is weighted based on average hourly wage reported by each respondent weighted by number of employees. It is possible for weighted medians to fall outside the unweighted low to high range. See explanatory notes.

(2) Lowest hourly wage is median reported by respondents, unweighted by number of employees.

(3) Highest hourly wage is median reported by respondents, unweighted by number of employees.

Note: For tipped employees, data represent cash wage, excluding tips.

Source: National Restaurant Association survey conducted July-September 1990. Data are reflective of survey respondents and are not necessarily representative of the industry. Data should not be considered industry standards.

SURVEY OF WAGE RATES FOR HOURLY EMPLOYEES, 1990

CITY: Chicago, Illinois-Gary, Indiana

Type of Hourly Employee	Median Hourly Wage (1)	Median Lowest Hourly Wage (2)	Median Highest Hourly Wage (3)	Number of Employees	Number of Responses
Cook	$7.50	$6.25	$8.50	517	116
Assistant Cook	6.25	5.50	6.89	191	65
Short Order Cook	6.00	5.00	7.50	595	81
Baker	7.50	5.50	8.40	72	28
Food/Salad Preparation Worker	5.67	5.00	6.25	230	77
Crew Person (fast food)	5.00	4.00	5.30	231	23
Crew Supervisor (fast food)	6.47	5.50	6.50	39	14
Cafeteria Server					
Waiter/Waitress	2.28	2.28	2.28	2854	153
Host/Hostess	5.25	4.80	6.00	698	123
Bartender	5.55	5.00	6.25	432	95
Cashier	5.45	5.00	5.78	142	34
Busperson	3.80	3.80	4.00	676	121
Dishwasher	4.92	4.25	5.25	792	147
Janitor/Porter	6.00	5.50	6.15	138	73
Driver (delivery)	5.75			42	12

(1) Median hourly wage is weighted based on average hourly wage reported by each respondent weighted by number of employees. It is possible for weighted medians to fall outside the unweighted low to high range. See explanatory notes.

(2) Lowest hourly wage is median reported by respondents, unweighted by number of employees.

(3) Highest hourly wage is median reported by respondents, unweighted by number of employees.

Note: For tipped employees, data represent cash wage, excluding tips.

Source: National Restaurant Association survey conducted July-September 1990. Data are reflective of survey respondents and are not necessarily representative of the industry. Data should not be considered industry standards.

SURVEY OF WAGE RATES FOR HOURLY EMPLOYEES, 1990

CITY: Denver, Colorado

Type of Hourly Employee	Median Hourly Wage (1)	Median Lowest Hourly Wage (2)	Median Highest Hourly Wage (3)	Number of Employees	Number of Responses
Cook	$6.00	$5.00	$7.50	336	50
Assistant Cook	5.50	4.50	6.00	37	15
Short Order Cook	5.84	4.75	7.00	237	37
Baker	6.34	5.00	7.30	39	12
Food/Salad Preparation Worker	5.50	5.00	6.00	84	20
Crew Person (fast food)					
Crew Supervisor (fast food)					
Cafeteria Server					
Waiter/Waitress	2.15	2.09	2.62	1268	74
Host/Hostess	4.69	4.08	5.25	244	54
Bartender	4.47	4.25	4.75	127	35
Cashier	4.63	4.08	5.25	100	24
Busperson	3.83	3.80	4.03	484	69
Dishwasher	4.35	4.00	4.75	340	72
Janitor/Porter	4.88			34	18
Driver (delivery)					

(1) Median hourly wage is weighted based on average hourly wage reported by each respondent weighted by number of employees. It is possible for weighted medians to fall outside the unweighted low to high range. See explanatory notes.

(2) Lowest hourly wage is median reported by respondents, unweighted by number of employees.

(3) Highest hourly wage is median reported by respondents, unweighted by number of employees.

Note: For tipped employees, data represent cash wage, excluding tips.

Source: National Restaurant Association survey conducted July-September 1990. Data are reflective of survey respondents and are not necessarily representative of the industry. Data should not be considered industry standards.

SURVEY OF WAGE RATES FOR HOURLY EMPLOYEES, 1990

CITY: Fort Lauderdale-Miami to Keys, Florida

Type of Hourly Employee	Median Hourly Wage (1)	Median Lowest Hourly Wage (2)	Median Highest Hourly Wage (3)	Number of Employees	Number of Responses
Cook	$8.49	$7.00	$9.00	88	16
Assistant Cook					
Short Order Cook					
Baker					
Food/Salad Preparation Worker					
Crew Person (fast food)					
Crew Supervisor (fast food)					
Cafeteria Server					
Waiter/Waitress	2.11	2.09	2.50	378	16
Host/Hostess	5.73			45	12
Bartender	4.75	4.00	5.00	70	10
Cashier					
Busperson	3.15	2.75	4.00	329	13
Dishwasher	5.50	5.00	5.75	57	15
Janitor/Porter					
Driver (delivery)					

(1) Median hourly wage is weighted based on average hourly wage reported by each respondent weighted by number of employees. It is possible for weighted medians to fall outside the unweighted low to high range. See explanatory notes.

(2) Lowest hourly wage is median reported by respondents, unweighted by number of employees.

(3) Highest hourly wage is median reported by respondents, unweighted by number of employees.

Note: For tipped employees, data represent cash wage, excluding tips.

Source: National Restaurant Association survey conducted July-September 1990. Data are reflective of survey respondents and are not necessarily representative of the industry. Data should not be considered industry standards.

SURVEY OF WAGE RATES FOR HOURLY EMPLOYEES, 1990

CITY: Green Bay-Oskosh-Appleton, Wisconsin

Type of Hourly Employee	Median Hourly Wage (1)	Median Lowest Hourly Wage (2)	Median Highest Hourly Wage (3)	Number of Employees	Number of Responses
Cook	$6.70	$6.00	$7.38	82	31
Assistant Cook	5.50	4.88	6.00	65	25
Short Order Cook	4.80	4.78	5.50	47	11
Baker					
Food/Salad Preparation Worker	4.78	4.13	5.00	59	19
Crew Person (fast food)					
Crew Supervisor (fast food)					
Cafeteria Server					
Waiter/Waitress	2.50	2.25	2.80	469	34
Host/Hostess	5.00	4.50	5.25	96	25
Bartender	5.45	4.75	6.00	97	26
Cashier					
Busperson	3.80	3.80	3.80	89	19
Dishwasher	4.00	3.83	4.50	117	26
Janitor/Porter	5.00	4.75	5.50	41	20
Driver (delivery)					

(1) Median hourly wage is weighted based on average hourly wage reported by each respondent weighted by number of employees. It is possible for weighted medians to fall outside the unweighted low to high range. See explanatory notes.

(2) Lowest hourly wage is median reported by respondents, unweighted by number of employees.

(3) Highest hourly wage is median reported by respondents, unweighted by number of employees.

Note: For tipped employees, data represent cash wage, excluding tips.

Source: National Restaurant Association survey conducted July-September 1990. Data are reflective of survey respondents and are not necessarily representative of the industry. Data should not be considered industry standards.

SURVEY OF WAGE RATES FOR HOURLY EMPLOYEES, 1990

CITY: Kansas City, Kansas-Missouri

Type of Hourly Employee	Median Hourly Wage (1)	Median Lowest Hourly Wage (2)	Median Highest Hourly Wage (3)	Number of Employees	Number of Responses
Cook	$6.50	$5.25	$7.25	350	60
Assistant Cook	5.50	5.00	6.00	106	28
Short Order Cook	5.20	4.49	6.00	101	22
Baker	6.30	5.63	7.20	36	17
Food/Salad Preparation Worker	5.00	4.50	5.56	79	28
Crew Person (fast food)	4.40	3.85	5.00	130	10
Crew Supervisor (fast food)					
Cafeteria Server	4.78	4.40	5.56	95	15
Waiter/Waitress	2.23	2.10	3.00	853	53
Host/Hostess	4.75	4.50	5.20	131	30
Bartender	5.22	4.78	6.00	118	29
Cashier	4.88	4.50	5.50	75	20
Busperson	4.00	4.00	4.25	198	34
Dishwasher	4.40	4.00	4.75	220	49
Janitor/Porter	5.21	5.00	5.96	42	17
Driver (delivery)					

(1) Median hourly wage is weighted based on average hourly wage reported by each respondent weighted by number of employees. It is possible for weighted medians to fall outside the unweighted low to high range. See explanatory notes.

(2) Lowest hourly wage is median reported by respondents, unweighted by number of employees.

(3) Highest hourly wage is median reported by respondents, unweighted by number of employees.

Note: For tipped employees, data represent cash wage, excluding tips.

Source: National Restaurant Association survey conducted July-September 1990. Data are reflective of survey respondents and are not necessarily representative of the industry. Data should not be considered industry standards.

SURVEY OF WAGE RATES FOR HOURLY EMPLOYEES, 1990

CITY: Los Angeles, California

Type of Hourly Employee	Median Hourly Wage (1)	Median Lowest Hourly Wage (2)	Median Highest Hourly Wage (3)	Number of Employees	Number of Responses
Cook	$7.99	$6.25	$8.91	671	132
Assistant Cook	6.88	6.00	7.00	251	72
Short Order Cook	6.75	5.50	8.00	387	65
Baker	7.25	6.25	7.63	84	20
Food/Salad Preparation Worker	5.75	5.25	6.50	292	74
Crew Person (fast food)	5.50	5.00	6.00	235	13
Crew Supervisor (fast food)	6.13			86	12
Cafeteria Server					
Waiter/Waitress	4.25	4.25	4.25	3135	153
Host/Hostess	5.33	5.00	6.00	744	126
Bartender	6.00	5.25	7.00	366	82
Cashier	5.41	4.75	6.00	198	45
Busperson	4.25	4.25	4.50	1018	132
Dishwasher	4.57	4.25	5.00	775	143
Janitor/Porter	5.25	5.00	5.50	150	55
Driver (delivery)	4.25	4.25	4.88	63	14

(1) Median hourly wage is weighted based on average hourly wage reported by each respondent weighted by number of employees. It is possible for weighted medians to fall outside the unweighted low to high range. See explanatory notes.

(2) Lowest hourly wage is median reported by respondents, unweighted by number of employees.

(3) Highest hourly wage is median reported by respondents, unweighted by number of employees.

Note: For tipped employees, data represent cash wage, excluding tips.

Source: National Restaurant Association survey conducted July-September 1990. Data are reflective of survey respondents and are not necessarily representative of the industry. Data should not be considered industry standards.

SURVEY OF WAGE RATES FOR HOURLY EMPLOYEES, 1990

CITY: Madison, Wisconsin

Type of Hourly Employee	Median Hourly Wage (1)	Median Lowest Hourly Wage (2)	Median Highest Hourly Wage (3)	Number of Employees	Number of Responses
Cook	$6.50	$5.25	$7.70	87	23
Assistant Cook	5.50			40	13
Short Order Cook	4.75	4.75	5.75	35	10
Baker					
Food/Salad Preparation Worker	4.75	4.25	5.00	44	12
Crew Person (fast food)					
Crew Supervisor (fast food)					
Cafeteria Server					
Waiter/Waitress	2.31	2.25	2.50	276	25
Host/Hostess	4.69	4.25	5.00	85	19
Bartender	5.00	4.00	5.25	78	18
Cashier					
Busperson	3.80	3.80	4.00	90	22
Dishwasher	4.18	4.00	4.50	92	23
Janitor/Porter	5.00	4.50	5.00	17	11
Driver (delivery)					

(1) Median hourly wage is weighted based on average hourly wage reported by each respondent weighted by number of employees. It is possible for weighted medians to fall outside the unweighted low to high range. See explanatory notes.

(2) Lowest hourly wage is median reported by respondents, unweighted by number of employees.

(3) Highest hourly wage is median reported by respondents, unweighted by number of employees.

Note: For tipped employees, data represent cash wage, excluding tips.

Source: National Restaurant Association survey conducted July-September 1990. Data are reflective of survey respondents and are not necessarily representative of the industry. Data should not be considered industry standards.

SURVEY OF WAGE RATES FOR HOURLY EMPLOYEES, 1990

CITY: Milwaukee-Kenosha-Sheboygan, Wisconsin

Type of Hourly Employee	Median Hourly Wage (1)	Median Lowest Hourly Wage (2)	Median Highest Hourly Wage (3)	Number of Employees	Number of Responses
Cook	7.00	6.00	7.75	175	48
Assistant Cook	6.00	5.25	7.00	79	27
Short Order Cook	5.29	4.33	6.30	173	26
Baker					
Food/Salad Preparation Worker	5.00	4.50	5.30	140	34
Crew Person (fast food)					
Crew Supervisor (fast food)					
Cafeteria Server					
Waiter/Waitress	2.27	2.19	2.55	1027	64
Host/Hostess	5.00	4.50	5.52	155	42
Bartender	5.50	5.00	6.00	212	37
Cashier	4.43	3.90	5.40	60	10
Busperson	4.00	3.85	4.13	232	44
Dishwasher	4.33	4.00	4.65	260	53
Janitor/Porter	5.10	5.00	5.75	82	33
Driver (delivery)					

(1) Median hourly wage is weighted based on average hourly wage reported by each respondent weighted by number of employees. It is possible for weighted medians to fall outside the unweighted low to high range. See explanatory notes.

(2) Lowest hourly wage is median reported by respondents, unweighted by number of employees.

(3) Highest hourly wage is median reported by respondents, unweighted by number of employees.

Note: For tipped employees, data represent cash wage, excluding tips.

Source: National Restaurant Association survey conducted July-September 1990. Data are reflective of survey respondents and are not necessarily representative of the industry. Data should not be considered industry standards.

SURVEY OF WAGE RATES FOR HOURLY EMPLOYEES, 1990

CITY: Minneapolis-St Paul, Minnesota

Type of Hourly Employee	Median Hourly Wage (1)	Median Lowest Hourly Wage (2)	Median Highest Hourly Wage (3)	Number of Employees	Number of Responses
Cook	$7.50	$6.13	$8.50	708	112
Assistant Cook	6.27	5.50	7.05	212	62
Short Order Cook	6.34	5.00	7.38	537	69
Baker	7.50	6.25	8.75	63	24
Food/Salad Preparation Worker	5.76	5.00	6.25	265	61
Crew Person (fast food)	4.88	4.25	5.25	608	12
Crew Supervisor (fast food)	6.50	6.25	6.60	108	12
Cafeteria Server					
Waiter/Waitress	3.95	3.95	3.95	3651	145
Host/Hostess	5.35	4.90	6.00	779	110
Bartender	6.00	5.25	7.05	492	67
Cashier	5.62	5.00	6.00	171	28
Busperson	4.46	4.00	4.50	474	75
Dishwasher	5.00	4.50	5.55	858	124
Janitor/Porter	6.44	6.00	6.98	193	58
Driver (delivery)	5.70	4.75	6.00	38	11

(1) Median hourly wage is weighted based on average hourly wage reported by each respondent weighted by number of employees. It is possible for weighted medians to fall outside the unweighted low to high range. See explanatory notes.

(2) Lowest hourly wage is median reported by respondents, unweighted by number of employees.

(3) Highest hourly wage is median reported by respondents, unweighted by number of employees.

Note: For tipped employees, data represent cash wage, excluding tips.

Source: National Restaurant Association survey conducted July-September 1990. Data are reflective of survey respondents and are not necessarily representative of the industry. Data should not be considered industry standards.

SURVEY OF WAGE RATES FOR HOURLY EMPLOYEES, 1990

CITY: Oklahoma City, Oklahoma

Type of Hourly Employee	Median Hourly Wage (1)	Median Lowest Hourly Wage (2)	Median Highest Hourly Wage (3)	Number of Employees	Number of Responses
Cook	$5.25	$4.50	$6.30	587	43
Assistant Cook	4.75	4.13	5.00	89	26
Short Order Cook	4.67	4.00	5.13	53	12
Baker	5.35	5.10	6.00	31	16
Food/Salad Preparation Worker	4.50	4.00	5.00	139	29
Crew Person (fast food)	3.95	3.80	4.45	2239	30
Crew Supervisor (fast food)	5.50	5.00	6.00	116	27
Cafeteria Server					
Waiter/Waitress	2.15	2.09	2 38	1067	42
Host/Hostess	4.24	4.00	4.93	152	25
Bartender	4.88	4.33	6.00	101	22
Cashier	4.67	4.50	5.00	141	24
Busperson	4.00	3.85	4.25	254	28
Dishwasher	4.00	3.98	4.50	225	37
Janitor/Porter	4.50	4.50	5.00	30	10
Driver (delivery)					

(1) Median hourly wage is weighted based on average hourly wage reported by each respondent weighted by number of employees. It is possible for weighted medians to fall outside the unweighted low to high range. See explanatory notes.

(2) Lowest hourly wage is median reported by respondents, unweighted by number of employees.

(3) Highest hourly wage is median reported by respondents, unweighted by number of employees.

Note: For tipped employees, data represent cash wage, excluding tips.

Source: National Restaurant Association survey conducted July-September 1990. Data are reflective of survey respondents and are not necessarily representative of the industry. Data should not be considered industry standards.

SURVEY OF WAGE RATES FOR HOURLY EMPLOYEES, 1990

CITY: Orlando-Space Coast, Florida

Type of Hourly Employee	Median Hourly Wage (1)	Median Lowest Hourly Wage (2)	Median Highest Hourly Wage (3)	Number of Employees	Number of Responses
Cook	$6.75	$5.50	$7.75	110	17
Assistant Cook					
Short Order Cook	6.11	5.25	7.00	75	12
Baker					
Food/Salad Preparation Worker	5.00	4.75	5.25	45	11
Crew Person (fast food)					
Crew Supervisor (fast food)					
Cafeteria Server					
Waiter/Waitress	2.09	2.09	2.14	488	27
Host/Hostess	5.52	4.95	6.25	87	20
Bartender	4.63	4.63	4.88	36	10
Cashier	4.54	4.38	4.83	45	10
Busperson	3.85	3.80	3.95	82	17
Dishwasher	5.00	4.50	5.25	85	23
Janitor/Porter					
Driver (delivery)					

(1) Median hourly wage is weighted based on average hourly wage reported by each respondent weighted by number of employees. It is possible for weighted medians to fall outside the unweighted low to high range. See explanatory notes.

(2) Lowest hourly wage is median reported by respondents, unweighted by number of employees.

(3) Highest hourly wage is median reported by respondents, unweighted by number of employees.

Note: For tipped employees, data represent cash wage, excluding tips.

Source: National Restaurant Association survey conducted July-September 1990. Data are reflective of survey respondents and are not necessarily representative of the industry. Data should not be considered industry standards.

SURVEY OF WAGE RATES FOR HOURLY EMPLOYEES, 1990

CITY: Philadelphia, Pennsylvania

Type of Hourly Employee	Median Hourly Wage (1)	Median Lowest Hourly Wage (2)	Median Highest Hourly Wage (3)	Number of Employees	Number of Responses
Cook	$8.00	$7.00	$9.00	276	60
Assistant Cook	6.82			105	32
Short Order Cook	6.68	5.50	7.00	64	17
Baker	7.25			39	14
Food/Salad Preparation Worker	6.00	5.13	6.50	143	38
Crew Person (fast food)					
Crew Supervisor (fast food)					
Cafeteria Server					
Waiter/Waitress	2.10	2.09	2.50	1206	56
Host/Hostess	6.00	5.50	7.00	180	40
Bartender	5.00	4.00	6.00	202	43
Cashier	5.50	5.00	6.25	85	22
Busperson	3.80	3.78	4.00	215	43
Dishwasher	5.00	4.50	5.75	317	57
Janitor/Porter	5.50	5.00	6.63	49	21
Driver (delivery)					

(1) Median hourly wage is weighted based on average hourly wage reported by each respondent weighted by number of employees. It is possible for weighted medians to fall outside the unweighted low to high range. See explanatory notes.

(2) Lowest hourly wage is median reported by respondents, unweighted by number of employees.

(3) Highest hourly wage is median reported by respondents, unweighted by number of employees.

Note: For tipped employees, data represent cash wage, excluding tips.

Source: National Restaurant Association survey conducted July-September 1990. Data are reflective of survey respondents and are not necessarily representative of the industry. Data should not be considered industry standards.

SURVEY OF WAGE RATES FOR HOURLY EMPLOYEES, 1990

CITY: Portland, Oregon-Washington

Type of Hourly Employee	Median Hourly Wage (1)	Median Lowest Hourly Wage (2)	Median Highest Hourly Wage (3)	Number of Employees	Number of Responses
Cook	$6.50	$5.50	$7.25	677	137
Assistant Cook	5.69	5.00	6.08	137	47
Short Order Cook	5.77	5.50	6.23	94	22
Baker	6.50	6.00	6.50	66	38
Food/Salad Preparation Worker	5.40	5.00	6.00	224	55
Crew Person (fast food)	4.61	4.25	5.50	2859	21
Crew Supervisor (fast food)	5.75	5.28	5.75	65	24
Cafeteria Server					
Waiter/Waitress	4.25	4.25	4.50	2383	135
Host/Hostess	4.95	4.25	5.00	303	76
Bartender	5.75	5.25	6.25	336	86
Cashier	4.98	4.75	5.75	141	29
Busperson	4.25	4.25	4.50	401	73
Dishwasher	4.72	4.25	5.00	508	113
Janitor/Porter	5.00	5.00	5.50	64	32
Driver (delivery)	4.61	4.25	4.80	175	22

(1) Median hourly wage is weighted based on average hourly wage reported by each respondent weighted by number of employees. It is possible for weighted medians to fall outside the unweighted low to high range. See explanatory notes.

(2) Lowest hourly wage is median reported by respondents, unweighted by number of employees.

(3) Highest hourly wage is median reported by respondents, unweighted by number of employees.

Note: For tipped employees, data represent cash wage, excluding tips.

Source: National Restaurant Association survey conducted July-September 1990. Data are reflective of survey respondents and are not necessarily representative of the industry. Data should not be considered industry standards.

SURVEY OF WAGE RATES FOR HOURLY EMPLOYEES, 1990

CITY: St Louis, Missouri-Illinois

Type of Hourly Employee	Median Hourly Wage (1)	Median Lowest Hourly Wage (2)	Median Highest Hourly Wage (3)	Number of Employees	Number of Responses
Cook	$6.00	$5.20	$6.75	91	21
Assistant Cook	5.00	4.60	6.38	49	11
Short Order Cook					
Baker					
Food/Salad Preparation Worker	4.88	4.55	6.00	57	15
Crew Person (fast food)					
Crew Supervisor (fast food)					
Cafeteria Server					
Waiter/Waitress	2.30	2.10	2.75	287	19
Host/Hostess	5.50	4.75	6.00	35	10
Bartender	5.00	4.50	5.38	40	11
Cashier					
Busperson	3.95	3.80	4.25	83	14
Dishwasher	4.20	4.00	4.64	75	18
Janitor/Porter					
Driver (delivery)					

(1) Median hourly wage is weighted based on average hourly wage reported by each respondent weighted by number of employees. It is possible for weighted medians to fall outside the unweighted low to high range. See explanatory notes.

(2) Lowest hourly wage is median reported by respondents, unweighted by number of employees.

(3) Highest hourly wage is median reported by respondents, unweighted by number of employees.

Note: For tipped employees, data represent cash wage, excluding tips.

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SURVEY OF WAGE RATES FOR HOURLY EMPLOYEES, 1990

CITY: San Francisco-Oakland-San Jose, California

Type of Hourly Employee	Median Hourly Wage (1)	Median Lowest Hourly Wage (2)	Median Highest Hourly Wage (3)	Number of Employees	Number of Responses
Cook	$8.81	$7.50	$9.88	456	86
Assistant Cook	8.00	7.00	8.50	149	54
Short Order Cook	7.39	6.50	8.88	269	46
Baker	8.33	7.45	8.50	67	25
Food/Salad Preparation Worker	6.50	6.00	6.87	179	58
Crew Person (fast food)	5.13	4.35	5.50	391	13
Crew Supervisor (fast food)					
Cafeteria Server	4.69	4.25	5.50	82	11
Waiter/Waitress	4.25	4.25	4.30	1591	112
Host/Hostess	5.50	5.00	6.00	414	92
Bartender	7.00	6.38	8.00	197	50
Cashier	6.08	5.50	6.90	185	37
Busperson	4.57	4.25	4.75	404	87
Dishwasher	5.24	4.75	6.00	549	117
Janitor/Porter	6.00	5.75	6.25	123	51
Driver (delivery)					

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(2) Lowest hourly wage is median reported by respondents, unweighted by number of employees.

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Note: For tipped employees, data represent cash wage, excluding tips.

Source: National Restaurant Association survey conducted July-September 1990. Data are reflective of survey respondents and are not necessarily representative of the industry. Data should not be considered industry standards.

SURVEY OF WAGE RATES FOR HOURLY EMPLOYEES, 1990

CITY: Washington DC-Maryland-Virginia

Type of Hourly Employee	Median Hourly Wage (1)	Median Lowest Hourly Wage (2)	Median Highest Hourly Wage (3)	Number of Employees	Number of Responses
Cook	$8.40	$7.50	$8.84	280	72
Assistant Cook	8.47	7.50	8.71	141	40
Short Order Cook	8.20	8.00	8.20	138	35
Baker	8.00	6.50	8.50	74	23
Food/Salad Preparation Worker	6.50	6.35	7.21	203	50
Crew Person (fast food)	5.04	4.50	6.25	455	25
Crew Supervisor (fast food)	6.98	6.83	7.38	73	19
Cafeteria Server	7.16	6.79	8.15	165	20
Waiter/Waitress	2.52	2.30	3.50	748	52
Host/Hostess	6.75	6.00	7.25	128	40
Bartender	5.50	5.00	7.15	118	36
Cashier	6.57	6.40	7.45	314	39
Busperson	4.85	4.25	5.25	207	36
Dishwasher	5.93	5.00	6.50	391	60
Janitor/Porter	5.75	5.00	6.00	86	23
Driver (delivery)	8.34	8.34	8.34	22	12

(1) Median hourly wage is weighted based on average hourly wage reported by each respondent weighted by number of employees. It is possible for weighted medians to fall outside the unweighted low to high range. See explanatory notes.

(2) Lowest hourly wage is median reported by respondents, unweighted by number of employees.

(3) Highest hourly wage is median reported by respondents, unweighted by number of employees.

Note: For tipped employees, data represent cash wage, excluding tips.

Source: National Restaurant Association survey conducted July-September 1990. Data are reflective of survey respondents and are not necessarily representative of the industry. Data should not be considered industry standards.

Located in a:

Club
Hotel/Motel

Operated by:

Foodservice contractor

SURVEY OF WAGE RATES FOR HOURLY EMPLOYEES, 1990

LOCATED IN A CLUB (CITY/COUNTRY-NOT MILITARY): Yes

Type of Hourly Employee	Median Hourly Wage (1)	Median Lowest Hourly Wage (2)	Median Highest Hourly Wage (3)	Number of Employees	Number of Responses
Cook	$7.07	$6.00	$8.00	1171	266
Assistant Cook	6.00	5.50	6.75	348	152
Short Order Cook	5.80	5.43	6.63	255	96
Baker	6.76	6.35	7.93	95	61
Food/Salad Preparation Worker	5.70	5.00	6.25	558	180
Crew Person (fast food)	4.61	3.85	5.00	426	23
Crew Supervisor (fast food)	6.18	5.75	7.50	56	17
Cafeteria Server	6.00	4.88	6.25	250	18
Waiter/Waitress	3.80	3.80	4.25	4302	279
Host/Hostess	5.75	5.00	6.00	1586	173
Bartender	5.50	5.00	6.25	1022	245
Cashier	5.00	5.00	6.00	190	49
Busperson	4.25	4.00	4.50	960	174
Dishwasher	4.50	4.25	5.00	1058	239
Janitor/Porter	5.58	5.00	6.43	402	141
Driver (delivery)					

(1) Median hourly wage is weighted based on average hourly wage reported by each respondent weighted by number of employees. It is possible for weighted medians to fall outside the unweighted low to high range. See explanatory notes.

(2) Lowest hourly wage is median reported by respondents, unweighted by number of employees.

(3) Highest hourly wage is median reported by respondents, unweighted by number of employees.

Note: For tipped employees, data represent cash wage, excluding tips.

Source: National Restaurant Association survey conducted July-September 1990. Data are reflective of survey respondents and are not necessarily representative of the industry. Data should not be considered industry standards.

SURVEY OF WAGE RATES FOR HOURLY EMPLOYEES, 1990

LOCATED IN HOTEL-MOTEL: Yes

Type of Hourly Employee	Median Hourly Wage (1)	Median Lowest Hourly Wage (2)	Median Highest Hourly Wage (3)	Number of Employees	Number of Responses
Cook	$6.95	$6.00	$7.75	2872	478
Assistant Cook	6.00	5.50	6.54	1101	293
Short Order Cook	6.00	5.23	6.50	654	145
Baker	6.50	6.00	7.25	358	157
Food/Salad Preparation Worker	5.25	4.75	5.95	1610	333
Crew Person (fast food)	4.91			308	24
Crew Supervisor (fast food)	6.62	5.75	6.92	34	16
Cafeteria Server	5.00	4.75	5.50	247	66
Waiter/Waitress	2.75	2.35	3.50	9561	491
Host/Hostess	5.25	4.90	5.79	1805	398
Bartender	5.00	4.50	5.58	2158	418
Cashier	5.18	5.00	5.50	871	186
Busperson	4.00	3.85	4.25	2702	367
Dishwasher	4.50	4.25	5.00	3329	470
Janitor/Porter	5.00	4.75	5.40	1052	205
Driver (delivery)					

(1) Median hourly wage is weighted based on average hourly wage reported by each respondent weighted by number of employees. It is possible for weighted medians to fall outside the unweighted low to high range. See explanatory notes.

(2) Lowest hourly wage is median reported by respondents, unweighted by number of employees.

(3) Highest hourly wage is median reported by respondents, unweighted by number of employees.

Note: For tipped employees, data represent cash wage, excluding tips.

Source: National Restaurant Association survey conducted July-September 1990. Data are reflective of survey respondents and are not necessarily representative of the industry. Data should not be considered industry standards.

NATIONAL RESTAURANT ASSOCIATION

NATIONAL RESTAURANT ASSOCIATION
SURVEY OF WAGE RATES FOR HOURLY EMPLOYEES, 1990

How much are hourly employees paid? The results of this survey, published later this year, will contain state-by-state information on average wages and wage ranges for 16 specific occupations.

Please participate in this confidential survey by completing and returning the questionnaire.

This questionnaire is designed to collect wage information from an individual establishment--individual responses will be used to develop averages. If you own/operate more than one establishment, please copy and complete this form for as many establishments as possible. If you do not have precise information, estimates are acceptable.

Your assistance in completing this survey is appreciated. If you have any questions, please call the National Restaurant Association Research department at 800-424-5156, extension 5962.

TYPE OF HOURLY EMPLOYEE	NO. OF EMPLOYEES	AVERAGE HOURLY WAGE, EXCLUDING TIPS	LOWEST HOURLY WAGE PAID	HIGHEST HOURLY WAGE PAID
1. COOK				
2. ASSISTANT COOK				
3. SHORT ORDER COOK				
4. BAKER				
5. FOOD/SALAD PREPARATION WORKER				
6. CREW PERSON (FAST FOOD)				
7. CREW SUPERVISOR (FAST FOOD)				
8. CAFETERIA SERVER				
9. WAITER/WAITRESS				
10. HOST/HOSTESS				
11. BARTENDER				
12. CASHIER				
13. BUSPERSON				
14. DISHWASHER				
15. JANITOR/PORTER				
16. DRIVER (DELIVERY)				

17. What is the ZIP CODE at this location? ☐ STATE: _____

18. Does this establishment have tipped employees?

☐ Yes, we have tipped employees ☐ No, we do not have tipped employees

19. Please check the category that best describes this establishment (CHECK ONE)

☐ Tableservice restaurant ☐ Fast food–no tableservice ☐ Cafeteria

☐ Other, please specify

20. Is this establishment operated by

A foodservice contractor? ☐ Yes ☐ No

21. Is this establishment located in

A hotel/motel? ☐ Yes ☐ No

A club (city/country - not military)? ☐ Yes ☐ No

22. In which of the following gross annual sales categories does establishment fall? (CHECK ONE)

☐ Under $500,000 ☐ $1,000,000 - $4,999,999

☐ $500,000 - $999,999 ☐ $5,000,000 and over

PLEASE FOLD SO THAT THE RETURN ADDRESS ON THE BACK SHOWS. STAPLE OR TAPE SHUT AND MAIL. THANK YOU!

National Restaurant Association
Research Department, 1200 Seventeenth Street, N.W.
Washington, DC 20036